EXHIBIT 1
Transcript of Interview of Representative Lamborn

Review No. 21-4329
September 8, 2021
Deposition of Doug Lamborn held remotely.

Pursuant to agreement, before Mawira Nyamete, Notary Public in and for the District of Columbia.
APPEARANCES

ON BEHALF OF THE GOVERNMENT:

INDHIRA BENITEZ, ESQUIRE
OFFICE OF CONGRESSIONAL ETHICS OF THE U.S.
HOUSE OF REPRESENTATIVES
425 3rd Street, SW
Washington, DC 20024
(202) 225-9739

ON BEHALF OF THE WITNESS, DOUG LAMBORN:

GREGG HARPER, ESQUIRE
WATKINS & EAGER
400 East Capitol Street
Jackson, Mississippi 39201
(601) 965-1890

ALSO PRESENT:

LEELA KRIEGER, Remote Tech
OMAR ASHMAWY, Esquire
ANNIE CHO, Esquire
ELISABETH JACKSON, Esquire
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P R O C E E D I N G S

MS. BENITEZ: So today is September 8th, 2021. We are conducting the remote interview of Representative Doug Lamborn. Representative Lamborn is represented by counsel who is here with us today, Gregg Harper. Speaking is Indhira Benitez, investigative counsel with the Office of Congressional Ethics.

Present here today are two — are some of my colleagues, Omar Ashmawy, Annie Cho, Elisabeth Jackson.

Representative Lamborn has been given a copy of the False Statements Act 18 USC1001. He has signed, acknowledged and returned that acknowledgement back to our office.

And Representative Lamborn, as I mentioned previously, feel free to stop me during the interview if you have a question or need a break.

WITNESS: Okay.

MS. BENITEZ: Excellent. So Congressman, how many staffers do you have in your district office?
WITNESS: At the current time?

MS. BENITEZ: Yes, currently.

WITNESS: Let's see. Let me count inside my head here. We hired a new person about two weeks ago or a week ago. So I think that brings us up to seven, if I'm not mistaken, give or take one. There -- it's always been six or seven over the years.

MS. BENITEZ: And how many do you have in your DC office?

WITNESS: Once again, it's about seven. We have a fellow who's provided by the Space Force. In the past, I've had a fellow provided by the Air Force or Army. If we include that person, there's eight but that's not a paid employee. However, that person volunteers full time and is paid to be on my staff as the duties of a fellow.

MS. BENITEZ: And who do the staffers in the district office report to?

WITNESS: They report to the district director and/or to the chief of staff. And if there's --

MS. BENITEZ: And is that --
WITNESS: And if there's a vacancy in the district director's position, which there is right now, they would report directly to the chief of staff.

MS. BENITEZ: Is that the same for the DC office?

WITNESS: Yes. Except the DC office doesn't have a district director. They -- they report directly to the chief of staff.

MS. BENITEZ: Who was in charge of hiring decisions?

WITNESS: Well, I make the ultimate -- I make the ultimate hiring decision. I'm the only -- I'm the only one who ultimately hires and fires.

MS. BENITEZ: Are you in -- directly involved in the interviewing process?

WITNESS: Usually.

MS. BENITEZ: Is there any --

WITNESS: Yeah, usually the district or -- the district director and/or chief of staff will interview candidates and then give me a recommendation of the best people to interview for a
final decision and I'll make that interview and make
that final decision. Sometimes we keep looking if
the person isn't the best fit.

MS. BENITEZ: Is anyone else apart from
yourself and the chief of staff involved in the
interview process?

WITNESS: Well, anyone who has applicable
knowledge of the position we're filling will be asked
for their advice. And they may do a separate
interview, or they may join in on an interview. For
instance, the legislative director is also the deputy
chief of staff and he -- we -- we value his opinion.
And if it's a DC position to be filled, he'll usually
do an interview also. And in the district office, if
someone has knowledge of the position we're -- being
filled, we may ask them to sit in on the interview as
well.

MS. BENITEZ: How about on your -- on --
on the campaign side? Who runs the campaign?

WITNESS: My wife is the campaign manager
although I make the ultimate decisions.

MS. BENITEZ: And --
WITNESS: Although some -- some of those are delegated to her to make and then she has consultants in different areas like media or campaign finance that will assist with making decisions in those respective areas.

MS. BENITEZ: And are there any staffers in the DC or district office who are also employed by the campaign?

WITNESS: We -- yes, we have -- as the rules allow, we do have a press relations person on the campaign. That -- that happens to be and she also works in the office with press relations. So she wears two hats but all -- always at separate times, never together.

MS. BENITEZ: And how is paid for her campaign work?

WITNESS: She's given a modest monthly retainer. And then as the campaign -- when the campaign is concluded, depending on how busy it is -- or was, she'll get a lump sum payment on top of that.

MS. BENITEZ: And are you responsible for paying or any other staffer that
works on a campaign?

WITNESS: What do you mean am I responsible?

MS. BENITEZ: Do you directly make the payment or does your wife do it as campaign manager or is there someone else who handles that?

WITNESS: Okay. My -- my wife is the campaign manager and, as the financial compliance person for the campaign, will make -- will cut a check directly. And let me also say that on occasion, we have -- we have asked for -- and actually she has volunteered, Witness 2. She has volunteered to help but we have taken her up on that on a few occasions when we've needed someone to pick up campaign finance checks at the post office and we're out of town, especially when there's a 48-hour SEC disclosure requirement in place.

And right before each election primary or general election, there's a 48-hour window that you have to disclose checks of $1000 or more. And if you don't do that, you know, you run into trouble with SEC. And if we're out of town, there's no way to
comply with that unless we have someone on the ground to pick up and look at the checks. And has volunteered to do that in the past, but we actually paid her. We didn't want to impose on her. We wanted to pay her for her time. And she always made sure to do that on her personal time.

MS. BENITEZ: And who requested -- was it you or was it your wife that requested for to pick up the mail when you and your wife were out of town?

WITNESS: I think it was my wife. I think it was my wife. I think -- I think -- I think came to her rather than coming to me with -- with the offer to help in the first place as a volunteer.

MS. BENITEZ: Did she ask to help as a general volunteer, or did she specifically ask to help with picking up the mail when you were both out of town?

WITNESS: If I remember right, because I wasn't part of that conversation directly, she offered to pick up mail in particular and I think she did that because she had done that with a previous
employee that she had who was a congressman from Indiana.

MS. BENITEZ: Have you or your wife ever asked any other staffer for a similar favor or errand on the campaign side?

WITNESS: Not that I can remember. There may have been something over the last 16 years but right now, at the moment, it's escaping me.

MS. BENITEZ: Do you know whether or not your wife has ever asked any staffers for -- for help on the campaign side or for personal errands?

WITNESS: Can you be more specific?

MS. BENITEZ: Sure. So has your wife ever asked any other staffer apart from [Witness 2] for help on the campaign?

WITNESS: I don't remember that. I'd have to ask her, but I don't remember that. There might be someone who said hey, I - give me some yard signs and over the weekend I'll put up some yard signs in my neighborhood. There's probably -- there's probably been occasions like that over the years. I'd be surprised -- yeah, I think there have been
occasions like that. Now, you also mentioned personal errands. Are you -- is that a separate topic here that you're addressing?

MS. BENITEZ: Yeah, sure. So do you know whether or not your wife has ever asked any of your district or DC staffers to help her with a personal errand?

WITNESS: My -- my understanding is that my wife would not do that because that's not really allowed under the congressional rules of -- of ethics and she wouldn't want to run afoul of that. You know, we try to follow the rules very carefully and very sincerely. So I don't think she would knowingly do that. I just don't think she would knowingly do that.

MS. BENITEZ: Moving on to --

WITNESS: And also, we -- we try to structure our lives to be very low maintenance. We don't have any pets at our house. We don't have any house plants inside our house because when we leave town to be -- I'm in DC a lot and she comes with me part of the time, we don't want to have to find
people whether it's neighbors or kids in the neighborhood or anybody to have to take care of day-to-day duties with our property. And so, we try to be as low maintenance as possible. We drive ourselves to the airport. I drive myself from the airport in DC to the office. I know a lot of congressmen have people take them around every place. I try to keep that to a minimum. I try to be low maintenance.

MS. BENITEZ: You mentioned driving yourself to the airport. So you've never been picked up or dropped off at the airport by a staffer?

WITNESS: Oh, I have -- I have on occasion like when we had a car in the shop or one of my cars -- it was working but it's -- and it's being used by someone else in the family. So on occasion, yes. And, of course, that's -- that's very ethical. That's very much according to the rules and that's the only reason I would do that.

MS. BENITEZ: And how often would you say that's happened where you needed a staffer to pick you up or drop you off at the airport?
WITNESS: Probably about ten percent of the time, once - one out of ten trips. Maybe less.

MS. BENITEZ: Do you ever receive any gifts from staffers from either office for any special occasions?

WITNESS: Yes. It's been fairly regular, not uniform though, to be -- to receive a surprise Christmas present. And we will kind of do the same for our staff. And we might even have a Christmas party. And I -- I accept that -- I do accept that because I know it's allowed under the rules -- ethical rules.

And on many of my birthdays, not all of them, but on many of them, there will be a similar surprise present. I don't insist on it. It's certainly not a requirement of anyone's employment.

And my understanding from the -- either the chief of staff or district director or whoever might be putting that together and I'll -- I'll ask after the fact because I'm not looking for something like this ahead of time. I'll say hoping no one felt any pressure to make that five or $10 contribution or
whenever it might've been. And it's always been
clear to me that there's no pressure, it's optional
and that's made -- always made very clear.

MS. BENITEZ: Has your wife ever received
any gifts for special occasions from the staffers?

WITNESS: I'd have to ask her. Maybe
she's received a birthday present or - - I'd -- I'd
have to ask her though.

MS. BENITEZ: Has there ever been a
birthday celebration for your wife in the office?

WITNESS: I think so, if I remember right.
I have to look at my calendar, you know, over the
years. But actually, I don't keep a calendar. I try
to remember but I think that that's been the case on
a -- on a few occasions.

MS. BENITEZ: You mentioned that often --

MR. HARPER: Indhira, may I interject
here?

MS. BENITEZ: Yes.

MR. HARPER: And when we say a birthday
celebration, I guess, just if we could define
celebration. Is that just like everybody has a slice
of cake, something of that nature? Could you tell us a little more, Congressman?

WITNESS: Yeah. Yes, some -- there have been times when we've had multiple "celebrations" at the same time. For instance, if someone is going to be leaving our office to go to another job, that person's last Friday will -- and I'm usually not around in the DC off -- or Colorado Springs office. I'm usually in the -- it seems like I'm usually gone whenever these happen. But there will be a little celebration of that person having worked for us and wishing them well in the future.

And if there's a birthday going on at the same time among the staff and maybe they've included my wife in on this, they'll say hey, we're having some cake for so-and-so -- or so-and-so's birthday or so-and-so's leaving the office. Come on by Friday afternoon at 4:30 before we close at 5:00 and we'll have a -- we'll have, you know, a little celebration. So there won't be any gifts exchanged. There will just be a -- a cake or something like that and soft drinks. And I don't -- I don't allow
drinking in my office -- the latest rules at -- when
I won't get into my last chief of staff -- or last
district director but I don't allow drinking in the
offices anymore. But that's what I mean by
celebration, sharing a piece of cake and -- but no
gifts are exchanged.

MR. HARPER: Thank you, Congressman.

MS. BENITEZ: And regarding the gifts that
you received on special occasions, what kinds of
gifts did you receive on your birthday or Christmas
or other holidays?

WITNESS: Could you repeat that, please?

MS. BENITEZ: Sure. So you mentioned that
on occasion you would receive gifts from your
staffers. What kinds of gifts would you receive?

WITNESS: Well, once I received a Bible.
Once I received a ticket to Ford's Theater, although
I ended up never -- never having the time to use it,
unfortunately. Sometimes a gift card to a
restaurant. So it's been kind of all over the -- all
over the place you might say.

MS. BENITEZ: You said that you have done
similar things for staffers. So do staffers also receive gifts of that nature?

WITNESS: Sometimes we have a birthday celebration if -- you were talking about birthdays. And -- so -- so -- so, yeah, sometimes people will -- in the office will celebrate each other's birthdays. Whether gifts are exchanged, I don't know about it on that occasion.

But at Christmas, my -- when we have our Christmas party, my wife and I will give some modest gifts to each of the staffers like the U.S. Capitol Christmas ornaments that you can buy in the gift shop. People seem to like that as a -- as a gift. So that's an example of a gift that we've traditionally given to our staff personally from -- over the years at Christmas time.

MS. BENITEZ: And apart from birthday celebrations, have there been any other celebrations that have taken place in the office?

WITNESS: It came to my attention a day or two ago that my -- some of -- some of my DC's -- no, no -- Colorado Springs staff wanted to have a little
party for my -- not a party but a recognition for my
daughter-in-law who had become a naturalized citizen
recently. And they -- I guess, they felt sorry for
her because she became a naturalized citizen during
COVID. And when she went to the courthouse in -- in
DC, she was not allowed to bring any people with her
into the courthouse, not even her husband, into the
courthouse when she became a citizen. Which I
thought was kind of unfortunate because, you know,
that's the kind of thing a husband wants to
participate in, not to mention me and Jeanie as her
parents-in-law.

So when my staff in Colorado Springs found
out about it and they knew she was going to be in
town later, they wanted to have a little
naturalization celebration. It was their idea. My
daughter-in-law didn't -- didn't come up with it.
Jeanie and I certainly didn't come up with it. But
they thought it would -- I think they did it because
they felt sorry for her.

MS. BENITEZ: You mentioned that you
learned about this a couple of days ago. Were you
present at the celebration?

WITNESS: I don't remember.

MS. BENITEZ: How did the district staff learn about her naturalization?

WITNESS: I don't know. Probably Jeanie or I talking about it.

MS. BENITEZ: Do you know who organized the celebration?

WITNESS: I assume it was someone in the district office. It was -- it was not a big thing on my radar screen. So I don't -- I'm afraid I don't know the details.

MS. BENITEZ: And so, you don't remember -- just to clarify, you don't remember whether you attended the celebration?

WITNESS: I don't remember if I even attended.

MS. BENITEZ: Do you know whether your wife attended?

WITNESS: I'd be guessing. I don't -- I don't know. I assume she was there because she would probably be there if my daughter-in-law was there. I
-- I don't know if I had a conflict or not. I apologize. I don't remember.

MS. BENITEZ: Does this kind of celebration happen often for other constituents?

WITNESS: Could you be more specific?

MS. BENITEZ: Sure. Have -- has the district office or the DC office ever participating -- participated in a celebration like they did for your daughter-in-law for other constituents?

WITNESS: We have had celebrations for certain momentous occasions in the district office. For instance, when a gentleman who is -- in the Hanoi Hilton during the Vietnam War. And he was in there with John McCain. They were in the same little area. Anyway, he had never received a Silver Star.

And through the work of my office, we obtained for him a recognition that he should've received, and he was granted a Silver Star which is a very high decoration. And so, we had a celebration for him in my district office one time. That was a very special event. His family was there, and we had -- I think we had cake or punch or soft drinks,
something like that.

And we've done a few things like that for people over the years when they've received a special recognition. I can't -- I'd have to rack my mind to think of all the occasions but that's -- that's one that comes immediately to my mind.

MS. BENITEZ: How does your wife communicate with your staff?

WITNESS: Either in person or by phone or by text or by email. Pretty much any -- any way that you communicate with anyone around you.

MS. BENITEZ: How did -- or actually, when did your wife receive an official House email account?

WITNESS: My understanding is that she -- and she got that -- I didn't do that directly. She did that herself. But she told me she wanted to know what my schedule was. And so, that seemed to be the only way technically or technologically that she could make sure she had the capability of receiving my schedule on a -- on a daily basis. Not that she can go in and change anything because she can't. She
can't put things or take -- on my schedule or take things off of the schedule or change things. But she knows where I'm at -- at any given time.

So like if she's in Colorado Springs and I'm in DC and we have a car in the shop that's being repaired and they -- they give us an estimate and it's -- it's a high estimate, which is usually the case, she wants to run that by me and she wants to know if I'm in committee or out of committee so she can call me. And so, she'll check the calendar and know if I'm available or not or other things that come up, obviously, on a daily basis.

MS. BENITEZ: You -- you mentioned that she can't add or remove things from the calendar. Why is that?

WITNESS: Because that's really -- that's in the purview of the scheduler. We -- we view that as kind of an official duty. Now, the scheduler, under the rules, do have the capability of doing even campaign events on the schedule because that's considered an essential part of their duties and it's a recognized exception to the rules that staffers are
not involved, normally speaking, with political events or duties.

But a scheduler, to do their job properly has to deconflict conflicting appointments or events, make sure there's no conflicts there. So a scheduler has that ability. And I -- if I'm not mistaken, if I have a -- like a dentist appointment or something like that, you know, my scheduler might put that on or I might put that on my schedule.

But -- so -- so Jeanie might mention to me or she might mention to the scheduler that hey, there's a dentist appointment coming up, you know, or we're going to be out of town on vacation on Friday -- Friday afternoon or something like that. She'll let them know but -- so the scheduler can do his or her job properly. But my wife doesn't do that directly.

MS. BENITEZ: Does your wife use the email account for any other purpose besides having access to your schedule?

WITNESS: My understanding is she does not use it at all. It's only to have access to this --
not access -- only -- only to have the ability to
look at the schedule.

    MS. BENITEZ: How does she access her
House email account, on what device?
    WITNESS: I'm going to -- I'm not sure.
I'm going to guess because she uses two devices, her
handheld cellphone -- her Apple cellphone or her
Apple laptop. So I assume it's one of those two
items.

    MS. BENITEZ: And are both of those items
her personal devices or are one of them or both House
devices?
    WITNESS: I bel -- I think they're paid
for with non-House funds.
    MS. BENITEZ: Are you familiar with the
staffers' daily reports?
    WITNESS: Yes. I'm the one who required
them in the first place.
    MS. BENITEZ: You receive these reports
daily, I'm assuming?
    WITNESS: Yes, I do. Indhira, I do. I
do.
MS. BENITEZ: And these reports, they also go to your wife?

WITNESS: I think she has -- she can see what they are. So I think she receives them somehow.

MS. BENITEZ: Okay. Leela, if you don't mind, could you pull up tab one and mark that as Exhibit A, please?

(Exhibit A was marked for identification and is attached to the transcript.)

TECHNICIAN: Yes, Counsel. Thank you. I'm just marking it as Exhibit A, again. So just give me - thank you. Can you see, Counsel?

MS. BENITEZ: Yes. Thank you, Leela. Congressman, can you see?

WITNESS: Yes, I can. I can.

MS. BENITEZ: Okay. Leela, could you give me control?

TECHNICIAN: Yes, Counsel. Just give me a moment. You have the control, counsel.

MS. BENITEZ: Thank you. So Congressman, I'm just going to slowly scroll down here. Oh, one second. Okay. Does this look like the daily reports
or at least a portion of what the daily reports --

    WITNESS: Yes.

MS. BENITEZ: -- that you receive are?

WITNESS: Yes. Yes.

MS. BENITEZ: So I -- I'm going to draw your attention to the to and from section here. And your wife, Jeanie Lamborn, is in the to line.

WITNESS: Yes.

MS. BENITEZ: So the daily reports are emailed directly to your wife?

WITNESS: I guess they are. Yes.

MS. BENITEZ: Why is that?

WITNESS: There are many times where we have constituents who will come up to us in the grocery store -- we encounter them in day-to-day life and -- or they'll call us. And they'll say hey, your -- your staff is helping me with a -- or helping my -- my father-in-law with a veteran's issue, let's say. That's a good example. How's that -- how's that coming?

And so, if Jeanie has the ability to look at the scheduling reports or the -- or the day-to-day
reports -- not scheduling but the day-to-day reports, she'll know who's working on it so she can get them together or she'll know if it's actually being worked on. Sometimes things are slow getting picked up because of the swamp of, you know -- a person might be swamped with a lot of other duties at the time.

So just to make sure that constituent needs are being addressed and who's working on them is something that -- it seems to be -- over the years, has been helpful to be able to have access to for my wife because we get lots of constituents talking to us almost on a daily basis about what's happening with certain matters. And, you know, people are very anxious about the progress of their VA issues or Social Security issues or passport issues or whatever the case might be.

MS. BENITEZ: Does your wife have an official role in your office?

WITNESS: No, she does not.

MS. BENITEZ: So is she using the email -- it seems that she's using the email then to receive the daily reports and also do your schedule. You
mentioned earlier that she only has access to the email account to view your -- your daily schedule. Does she use that email account for anything else?

WITNESS: I don't -- if she does, Indhira, I'm not aware of it. I think -- I believe it's only those two purposes.

MS. BENITEZ: Does she ever email staffers from that email account?

WITNESS: I -- no. If she emails -- if she needs to talk to a staffer, she'll pick up the phone or she'll text or she might email from -- from her own computer.

MS. BENITEZ: Leela, thank you. You can take the exhibit off the screen.

TECHNICIAN: Thank you, Counsel.

MS. BENITEZ: And how often does your wife visit the office?

WITNESS: Which one?

MS. BENITEZ: The DC office.

WITNESS: Okay. Well, she's with me about half the time. So she'll be with me part of the time during the day if she's not out visiting family or
doing other personal items of interest. So she'll be
in and out of the office maybe during the entire day
of a day when I'm in DC if she's with me. In the
Colorado Springs office, she might only go by the
office, I'm going to guess, twice a month, maybe two
or three times a month, maybe less.

MS. BENITEZ: Annie?

MS. CHO: Yeah, I actually want to follow
on the daily reports. Was your staff ever instructed
by you or the chief of staff or whoever maybe on
staff to send the daily reports to your wife?

WITNESS: I don't remember. I don't know
whether that happened last year or 15 years ago. I --
-- I don't remember any -- any details surrounding it.

MS. CHO: Do you -- do you know how --

WITNESS: I think it's helpful -- I think
it's helpful for her to have that, so I'm glad it's
there.

MS. CHO: But you don't -- you don't
recall, sir, how she came into the position of
receiving those daily reports? You don't know --

WITNESS: I don't remember the genesis of
that.

MS. CHO: Okay.

WITNESS: But I -- but I -- I know there's been a need. So I assume it's -- I assume it goes way back.

MS. CHO: Okay.

MS. BENITEZ: Congressman, you mentioned that your wife spends at least most of the time with you when you're in DC, but she very rarely goes to the district office. Do you ever have long nights in your DC office where you've stayed overnight in your office to sleep?

WITNESS: Yes.

MS. BENITEZ: Has your wife ever joined you in your office --

WITNESS: Yes.

MS. BENITEZ: -- when you've stayed overnight? How often would you say that's happened?

WITNESS: A lot.

MS. BENITEZ: Do you know whether your wife has ever used any of the House computer or fax machines or printers to perform any campaign related
work?

WITNESS: My understanding would be that
she has not because she's very aware of the ethical
restrictions against that and we try to follow the
rules.

MS. BENITEZ: Do you know whether your
wife ever borrowed a laminating machine from your
office to use for your campaign?

WITNESS: Okay. The -- the -- the
incident of the laminating machine, let me -- let me
explain it to you. And I -- I became aware that when
I read the complaint of the disgruntled former
employee who made that allegation who also said, by
the way, that my wife used all kinds of personal --
all kinds of office equipment for personal reasons.
And I think the accusation was personal, not campaign
reasons.

But in any case -- either case, that is
not true. In the case of the laminating machine,
that was borrowed. My wife did borrow that. She
borrowed it overnight to see if she wanted to buy one
for personal use for her art for -- you know, she's
an artist and she does art projects and she wondered if that would be a good thing to have. So she wanted to play with it and test it out. And so, she borrowed it for -- I -- I think overnight.

She did -- she was conscientious to not use any of the film that came with the office laminator. She went and bought her own film because the office film was paid for by taxpayers and she didn't want to use up any of it. So she bought her own film, played with the machine and decided yeah, I want -- I want to get one of these and she went out and bought one later and took that one back to the office.

And that -- that may have been an improper borrowing. I don't know. I consider it de minimis but whether it was not -- de minimis or not, I became aware of it afterward and I'm -- I'm sorry that it happened. I wouldn't have done it that way myself and I think my wife feels the same way now.

But it wasn't for campaign purposes. It was for her art pursuit. And she decided to get a laminating machine and she took that back to the
office afterwards -- after she had played with it and
-- and saw how it worked and how effective it was.

MS. BENITEZ: Okay. So I'd like to switch
gears to something -- a topic you're familiar with
that's been publicly reported regarding your son [BLANK]. But before, I guess, we discuss [BLANK], do
you have any -- do you have an assigned storage space
outside of your office?

WITNESS: Oh absolutely. Every single
office in all of the office buildings, including
Rayburn, have an assigned storage room. Over in
Cannon they're covered in wire and they're called the
-- they're called cages. In Rayburn, they -- they're
closed off for the most part with a locking door.
But it's a small -- I would say 12 x 12 room for
storing. And we use that to store boxes and excess
tables and furniture and old files, things like that.

MS. BENITEZ: And where is your specific
storage unit located?

WITNESS: In the subbasement.

MS. BENITEZ: In the Cannon or Rayburn --

WITNESS: Oh, it's in Rayburn, yeah. When
I was in Cannon, I had a Cannon storage area. But in Rayburn, you -- each office has a Rayburn storage area.

MS. BENITEZ: Who has access to your storage unit?

WITNESS: Everyone in the office. The office key works to the storage closet. So everyone who has an office key has access.

MS. BENITEZ: When did -- when did [redacted] move to DC?

WITNESS: I don't remember the exact date, but he was pursuing a job with the Pentagon and ultimately got that job. And he was needing to do interviews and things like that and make a transition from New York City to Washington. And I don't remember exactly when that was, but that was the circumstances surrounding it.

MS. BENITEZ: When [redacted] moved here to DC, did he have access to your storage unit?

WITNESS: I don't -- I don't remember. I don't -- I don't know if he did. I don't remember -- I don't remember whether he -- he did or not. If
what you're getting at is did he sleep there, no, he never did that.

MS. BENITEZ: He never stayed in the storage unit?

WITNESS: No, no. That -- that's -- that's -- that's a ridiculous accusation as is the accusation that we had a storage unit in the U.S. Capitol, which would be -- you know, across the street. I -- all of that's ridiculous.

MS. BENITEZ: Did [blank] ever store any of his belongings in the storage unit?

WITNESS: Not that I know of.

MS. BENITEZ: Did he store any of his belongings anywhere on Capitol grounds?

WITNESS: Not that I know of.

MS. BENITEZ: Did [blank] ever stay overnight --

WITNESS: Except what he might've had in a backpack. As he was -- he was staying with me some nights while he made his transition and had some items in a backpack. And if you consider that storage or not, I don't know.
MS. BENITEZ: And he was staying with you where exactly?

WITNESS: In my office.

MS. BENITEZ: So he would sleep in your office for a few nights?

WITNESS: Yes.

MS. BENITEZ: And the backpack would also, I'm assuming, be stored in your office?

WITNESS: Yeah, I'm -- I didn't keep that close a track but I'm assuming so.

MS. BENITEZ: Did you ever ask any of your staffers to assist in preparing for his job interviews or the federal job hiring process?

WITNESS: I asked staff to give him the same -- understanding that this is the same that they would do for any veteran who was also a constituent, and my son is a veteran and at the time was a constituent -- to give advice if they had any advice on how to apply for a federal position.

And I think they pointed -- they agreed to do that and talked to him and pointed him in the direction of some publicly available advice sites --
internet sites on how to write a resume and how to do a job interview and some things like that. I don't think it really helped him that much, but it was -- I think it was helpful that they did that. And they would've done that for any veteran constituent in the district.

MS. BENITEZ: Do you remember which staffer or what staffers specifically you asked to help?

WITNESS: Well, one was because was a veteran himself and at the time was doing a good job in our office. And , who is a veteran federal employee as well. Is not -- is not a veteran from the armed services but is a experienced federal employee and knows the federal system better than many people.

MS. BENITEZ: Do you know if your wife also asked these staffers to help?

WITNESS: I believe she did. Yes.

MS. BENITEZ: Did ever come into the office to discuss the federal hiring process?

WITNESS: I don't know if he -- I don't
know if he did it by phone or if he did it in email if
he did it in person. It was -- I don't remember.

MS. BENITEZ: And Congressman, if you
don't mind, I'm going to take a very quick break off
camera, one or two minutes, and I'll hop back on if
you need to use restroom or anything.

MR. HARPER: Indhira, would you give us
that -- we're going to go off as well --

MS. BENITEZ: Yes.

MR. HARPER: -- and mute and stop video
and we'll be back on in a minute as well. Thank you.

MS. BENITEZ: Sure. So we're going off
the record.

(Whereas, a brief recess was taken.)

MS. BENITEZ: So Congressman, just a
couple of last questions for you. Has your wife ever
participated in interviewing any staffers for either
the district or DC office?

WITNESS: Yes, she has.

MS. BENITEZ: For both offices?

WITNESS: I believe so. Especially the
scheduler position. That's something that is an
important thing for a spouse to have a good relationship with the scheduler because so much of that affects the spouse's ultimate schedule as well as the member's schedule when they do things together.

MS. BENITEZ: And how long did spend sleeping with you in the office overnight? How many days approximately?

WITNESS: I -- I don't remember. It could've been as much as two weeks, but I don't remember for sure.

MS. BENITEZ: Did ever stay there while you and your wife were both staying there?

WITNESS: Yes.

MS. BENITEZ: And where did sleep when you and your wife were also staying there?

WITNESS: I think he slept on the couch.

MS. BENITEZ: Where did you and your wife sleep?

WITNESS: Okay. You're getting kind of personal. I don't really want to go into that. It's -- I'll just say in the office.
MS. BENITEZ: In the same office?

WITNESS: Yeah, in -- in the office, yeah. And about 100 -- about 100 members sleep in their office if you didn't know that.

MS. BENITEZ: Okay. I don't have any other questions for you, Congressman. I'm not sure if Annie or Omar have any -- any more questions.

MS. CHO: Yeah. I -- I'm sorry if you've already answered this. I just want to clarify, Congressman. Does your wife have an official role with your office, not on the campaign side?

WITNESS: No, not on the Congressional side either.

MS. CHO: Okay.


MS. CHO: Okay. Thank you.

WITNESS: Now, can I clarify one minor question from a minute ago?

MS. BENITEZ: Sure.

WITNESS: Indhira, you asked when my son was talking to my staff, and I mentioned -- about the
interview process for a federal job -- and I
mentioned -- I mentioned Witness 2 and Witness 5.

He also talked with Tony Archer.

MS. BENITEZ: Okay.

WITNESS: And in -- in his discussion with
Tony Archer, and this is second hand -- I'm repeating
what someone who was there told me -- Witness 5 wasn't
asked to help but he volunteered to help and that's
how he became involved. So — just to clarify
that there were -- that -- that Tony was asked and
started to talk to my son but it transitioned over to
Witness 5, but it wasn't initially Witness 5 —

MS. BENITEZ: Okay.

WITNESS: -- if that's helpful.

MS. BENITEZ: Thank you. Omar?

MR. ASHMAWY: No, I'm just going to say
that I didn't have any additional questions. I just
wanted to thank you, Congressman, for your time
today. We appreciate your cooperation and thank you.

WITNESS: You're welcome.

MS. BENITEZ: Likewise. I will also thank
you as well. And thank you, Gregg. Thank you for
taking time out of your vacation to sit with us.

MR. HARPER: And Indhira, just one -- one
follow-up question just going back earlier when you
asked if Ms. -- Mrs. Lamborn had to ask any of the
staff in Colorado Springs, I believe, to do anything
personal. I'd like to ask you, Congressman Lamborn,
whether or not your wife ever asked [Witness 3] to
come to the house to move a piece of furniture during
his personal time?

WITNESS: I -- I do remember that that did
happen on at least one or maybe per -- perhaps two
occasions.

MR. HARPER: That's -- that's all I have,
Indhira.

MS. BENITEZ: Thank you, Gregg. Again,
thank you, Congressman, and we can go off the record.

(Off the record at 10:00 a.m.)
EXHIBIT 2
Transcript of Interview of Witness 1

Review No. 21-4329
August 25, 2021
Interview of WITNESS 1, conducted virtually.

ALL PARTIES ATTENDED REMOTELY

Pursuant to agreement, before Caleb Welsh, Notary Public in and for the State of Maryland.
APPEARANCES

INDHIRA BENITEZ, ESQUIRE
ANNIE CHO, ESQUIRE
OMAR ASHMAWY, ESQUIRE
Office of Congressional Ethics (OCE) of the
U.S. House of Representatives
425 3rd Street, Southwest
Suite 1110
Washington, D.C. 20024
(202) 225-9739

ALSO PRESENT:
Nathalie Vega, Remote Technician
MS. BENITEZ: Okay. So on the record.

Today is August 25, 2021. We are conducting the virtual interview of Witness 1. Mr. Witness 1 is not represented by counsel. Speaking is Indhira Benitez, Investigative Counsel with the Office of Congressional Ethics. I'm also here with two of my colleagues, Omar Ashmawy and Annie Cho.

Mr. Witness 1 has been given a copy of 18 USC 1001 and has acknowledged receipt of 18 USC 1001. And as I mentioned previously, Witness 1, please feel free to stop me if you need a break, if you have a question, or if you just need me to repeat a word or something that I said.

WITNESS 1: I will do.

MS. BENITEZ: So we'll just jump right into it. Let's start with some quick background about yourself. Where are you from and what do you currently do for work?

WITNESS 1: Background in the aspect of the congressional member?
MS. BENITEZ: No, yourself. So where are you from and where do you currently work?


MS. BENITEZ: Okay. And what is your -- and you run the organization, so what's your official title?

WITNESS 1: President and chairman.

MS. BENITEZ: Okay. And where were you before this position?

WITNESS 1: I was district director for Congressman, Doug Lamborn, and I ran his Colorado Springs office.

MS. BENITEZ: And how did you end up working for Representative Lamborn?

WITNESS 1: I was contacted by their chief of staff, Dale Anderson.

MS. BENITEZ: Okay. And how do you know Dale Anderson?

WITNESS 1: I met him randomly through politics, local politics, but the Lamborns asked
him to meet me to fill the position, district
director.

MS. BENITEZ: Okay. So you had a prior
relationship with Dale?

WITNESS 1: Just professionally. I'd
met him through the Lamborns through local
politics.

MS. BENITEZ: Okay. And how long were
you working for Representative Lamborn?

WITNESS 1: December 21st, I believe,
was the start date, and then my last date was
like Mid-January --

MS. BENITEZ: Okay. And you said --

WITNESS 1: -- of this year. Sorry.

MS. BENITEZ: Okay. And you mentioned
that you met Dale through the Lamborns through
local politics, so you were involved with
Representative Lamborn and his campaign prior to
working for him?

WITNESS 1: I was chairman of the El
Paso County Republican Party.
MS. BENITEZ: Okay. And so how long have you known Representative Lamborn?

WITNESS 1: Since 2013 through politics.

MS. BENITEZ: And while you were district director -- is that correct -- while you were a district director for the congressman --

WITNESS 1: Yes, I was. Sorry.

MS. BENITEZ: No worries. Who did you report to as district director?

WITNESS 1: I was told by Dale Anderson that he was my direct report.

MS. BENITEZ: Okay. And did you have any staffers that reported to you?

WITNESS 1: Yes, I had six.

MS. BENITEZ: And who were those staffers?

WITNESS 1: It was Witness 3 who was the faith outreach person for the congressman.

MS. BENITEZ: Mm-hmm.

WITNESS 1: I was -- we had -- well --
I apologize. Two of my kids came down with something, with COVID and everything, it jacked up my day, so I apologize.

MS. BENITEZ: No, no worries.

WITNESS 1: So there's [Witness 3], who was faith outreach. There was [Witness 2] I forget her last name. She was a case worker. There's [Witness 4], who was coms director. There was in the beginning, Linda -- again, I apologize. I don't remember her last name. She was the office manager who Dale had me basically have -- continue to write her up. She got a new job, and then Cathleen Clayton replaced her, and then Tony Archer, who was the VA and military liaison, and then [Witness 5], who when I came on was on the fellow program, and then we hired for defense -- and then defense industry for the district.

MS. BENITEZ: Okay. And do you have -- do you -- what's your relationship like with the congressman?

WITNESS 1: Currently?
MS. BENITEZ: Currently, yes.

WITNESS 1: I'm a political leper right now because of -- they're aware that I'm going to be a witness and so it's not good.

MS. BENITEZ: So let's kind of circle back to your time in his office. What were -- as district director, what were some of your day-to-day duties while working for the congressman?

WITNESS 1: I had -- my morning day was basically I'd get in and we'd have a morning meeting that I instituted when I first was hired. Around 8 to 10, we would just do a quick review, stand-up meeting on what was going on today, anything specific or, you know, something like that, just to know where people were. And then we would just answer emails. I would have meetings with different business people, elected officials, government officials, and things like that on what was going on. That would be the normal. COVID sort of changed all that, so --

MS. BENITEZ: So I'm assuming that after COVID, a lot of this work was done
1    virtually.
2
3    WITNESS 1: No. Well, we were open a
4    hundred percent the whole time. We never shut
5    down, so we had some virtual meetings. Most of
6    our meetings were virtual and we stayed in the
7    office as staff.
8
9    MS. BENITEZ: And it sounds like you've
10   known the congressman for some time. Have you
11   met his family?
12
13    WITNESS 1: One of his children and
14   Mrs. Lamborn, I've known her as -- just as long
15   as the congressman.
16
17    MS. BENITEZ: And what was your
18   relationship like with his child and Mrs.
19   Lamborn?
20
21    WITNESS 1: It was just at a
22   fundraiser. Mrs. Lamborn's and the congressman's
23   child, I had just met at the -- at a fundraiser
24   maybe six years ago and we really didn't talk.
25   It was -- well, actually, I did meet all their
26   children at a birthday party for the congressman.
27   I think it was 2019 as well. I apologize. I
just remembered.

    And I met, I believe, three of their children and it was more just an introduction, like this is our kids, and shake hands, and that was it. There was real -- no in-depth conversation. And then Mrs. Lamborn, she -- before working for her, was mostly quiet and just short, any conversation, and so really didn't know her, know her but, you know, she was always pleasant when we met in public.

MS. BENITEZ: So you didn't have frequent interactions with his children or his wife?

WITNESS 1: No. Mrs. Lamborn, I probably had the same interactions before I started working with him as the congressman just because of different social gatherings and things like that that I would go to. They were always together.

MS. BENITEZ: And these social gatherings, were they campaign-related or personal? You mentioned there was a birthday in
2019. Was it a --

WITNESS 1: That was the only real personal event that I ever had -- I was invited to was the birthday party. And then the rest were either fundraisers, or political events, or things to do with the party.

MS. BENITEZ: Did you ever -- or did the congressman ever ask you to assist his wife or children at any personal matters or helping with anything that didn't involve his campaign or his work as a member?

WITNESS 1: Before working for him?

MS. BENITEZ: While you were working for him.

WITNESS 1: There was personal errands, mailing stuff. There was campaign things. I ran their petition process in 2020, and then there was sporadic campaign things that I was told to take lunch to do, and then mostly it was staff that did personal things.

MS. BENITEZ: And what kind of campaign-related things would you do during
lunch?

WITNESS 1: Stuff envelopes. I had to do research on ZIP codes to target different areas in the district for official mail.

MS. BENITEZ: And how about other staffers, did they also do any campaign-related work?

WITNESS 1: Correct. Witness 4 did quite a few different things, which she was compensated for sometimes. Other times, it was stuffing envelopes, writing things -- responses, articles for the campaign.

MS. BENITEZ: And how was Witness 4 compensated for doing the campaign work?

WITNESS 1: She said she was paid by check late fall/early winter of 2020 because it -- she was stressed about that, she -- because she wasn't getting compensated for it on the campaign side, so I don't know the amount but she said she received a check.

MS. BENITEZ: And who else? So Witness 4 had done some campaign work. Who else
on the staff?

WITNESS 1: Who else knew about it, I'm sorry, or --

MS. BENITEZ: Or who else was performing kind of campaign errands or activities?

WITNESS 1: Mostly ____ and myself, and then ____ did a lot of personal things with Zoom, setting up the computer, working on the computer for Mrs. Lamborn, moving things around. He would a lot of times just tell me, Mrs. Lamborn called me. I have to go, and it was understood that, like, that took precedence under staying in the office.

MS. BENITEZ: Okay. I think Annie had a question.

MS. CHO: Yeah. Hi, Witness 1. Regarding the campaign activity that you or some of the other staffers conducted, was that during official hours, or did you guys have to take some time off, you know, during your actual work day, or was it done on weekends, after hours?
WITNESS 1: It was -- most of the things that I mentioned were all done during the business hour, office hours. We would -- you know, stuffing envelopes, we were told if anybody asked, it was -- we took it on our own lunch but it would last like two or three hours. And there was no, like, talk about vacation time or anything like that.

Witness 3, it was, you know, it was always mentioned that it was our lunch but it didn't matter what time it was. It could be 9 o'clock in the morning, 2 in the afternoon that they would go and help Mrs. Lamborn.

MS. CHO: Okay. Thank you.

MS. BENITEZ: Okay. And you said that you were told if -- like, when you were doing these things such as stuffing envelopes, etcetera, you were told to say that you were just doing this during lunch.

Who instructed you to say that you were doing these errands during lunch?

WITNESS 1: Dale Anderson and Mrs.
Lamborn.

MS. BENITEZ: And to the extent that Mrs. Lamborn was -- was she ever instructing you specifically or more so other staffers?

WITNESS 1: It was either the -- Dale, the chief of staff, or Mrs. Lamborn that would dictate to me that -- you know, Mrs. Lamborn would call my office and say that she needed me or needed to talk to somebody else to have something done, and then I -- or Dale would call me and tell me.

MS. BENITEZ: So apart from yourself, Witness 4, and Witness 3, were there any other staffers that received similar calls from Mrs. Lamborn?

WITNESS 1: Cathleen Clayton did and also Tony Archer.

MS. BENITEZ: And would you be present for these calls or were you kind of getting the call from Mrs. Lamborn and then directing it to Tony and Cathleen?

WITNESS 1: No. So as district
director, it wouldn't -- it wasn't the traditional communication of I would share. Most of the time, Mrs. Lamborn would call whoever she needed and just dictated to them that she would need them, and then I was told by that staffer that I need to go to Mrs. Lamborn's house or the Lamborn's house. Mrs. Lamborn called me. I guess I'm taking lunch, and then we'd just like -- okay. And then they would basically be gone for whatever amount of time.

I just basically knew that -- not to expect them until they showed up and I was told that Mrs. Lamborn had precedence and that, if -- no matter -- there were certain things that we were doing that were -- we needed all hands helping, and she would always overrule those situations still. So I just -- I was told to understand that that was to be expected.

MS. BENITEZ: And who told you that you should essentially drop everything so that Ms. Lamborn -- if -- let me take that back -- that you should prioritize what Ms. Lamborn needed?
WITNESS 1: Dale said that. He made it clear several times, where it caused a lot of stress and a lot of operational issues. He would explain that, and then Mrs. Lamborn would say, if mama ain't happy, nobody's happy sort of thing, and that I take precedence, and Mrs. -- you know, we needed to worry about what she wanted.

MS. BENITEZ: So Mrs. Lamborn mainly reached out to you to perform campaign-related tasks?

WITNESS 1: Yes.

MS. BENITEZ: And did you ever perform any personal tasks for Mrs. Lamborn?

WITNESS 1: Not personal. It was always dictated to other people and the staff.

MS. BENITEZ: And I guess on that topic, have you ever been to the Lamborn's personal home?

WITNESS 1: Before that?

MS. BENITEZ: Well, during your time or before that, yeah.

WITNESS 1: Well, I had mentioned the
birthday party was at their house. I always
picked up the congressman from the airport, so we
would -- I was at their house several times, a
couple of times a month. I'd pick him from the
Denver airport and drive him home, or pick him up
from the house and drive him. And then sometimes
I had to drop stuff off like petitions or
campaign stuff. I had to pick up, you know,
mailers or whatnot at their print company.

MS. BENITEZ: And was this at Mrs.
Lamborn's request or the congressman's?

WITNESS 1: Normally, it was Mrs.
Lamborn and Dale Anderson.

MS. BENITEZ: Annie?

MS. CHO: Yeah. And I'm sorry if you
already said this, Witness 1, but you said for
the personal favors for Mrs. Lamborn, you said
they were mostly dictated to other staffers. Do
you know who specifically?

WITNESS 1: Tony Archer, Cathleen
Clayton,
MS. BENITEZ: And do you know what kind of personal favors they would -- or errands they would run for Mrs. Lamborn?

WITNESS 1: Campaign-related, a lot of tech. Tony Archer and would do tech, set up Zoom meetings for Mrs. Lamborn, set up computers, install stuff on their personal computers, move furniture, things like that. And then Cathleen Clayton did personal errands, mail, picking up stuff at stores, and things like that.

MS. BENITEZ: And this was done during working hours.

WITNESS 1: Correct. Yes, everything mentioned was during working hours. And when I picked up the congressman from Denver, I was compensated. I was told that that was covered under official business.

MS. BENITEZ: And how were you compensated?

WITNESS 1: I would turn in a mileage report.

MS. BENITEZ: And so you mentioned that
you had been to -- there were several times you
went to the congressman's personal home to either
pick him up, drop him off from the airport, or
drop off campaign mailings. Do you know whether
the congressman has a vacation home?

WITNESS 1: He has one in Wyoming that
he --

MS. BENITEZ: Have you ever been?

WITNESS 1: I've never been, no.

MS. BENITEZ: Have any of your staffers
been to the vacation home or have you (inaudible)

WITNESS 1: Not that I'm aware of. No.

MS. BENITEZ: What was the general
culture around holidays in the office, so
birthdays, Christmases, what was that like?

WITNESS 1: So Christmases, we were --
each office got birthday presents and we were --
I was told by Dale, who'd been there for 14
years, basically how things went. We would all
throw in for -- well, I say we all. Most of the
time, I did because I was compensated better
obviously than the rest of the staff, and they --
some of them had families. So we would throw in
and Dale would say the dollar amount would have
to range between 125 to $200 and from each office
for the Lamborns. I was told to make sure if it
was around beer and food, it was preferred.

And so, I would mention to my staff,
hey, this is what's going on. Don't feel
obligated. I'm going to take care of it. And
some people would give money, you know, 5 to 20
bucks or whatever. Other people that just
couldn't financially afford it didn't, and I was
okay with that. That was the whole point of me
paying for it.

And then we would have a Christmas
party with like White Elephant and I was advised
to get something for the congressman, normally
like craft beer. And then for birthday parties,
I -- for the Lamborns, we had to have a party
thrown. I asked one time what -- if we would be
compensated for it, and Dale Anderson just
laughed, so we paid out of pocket. Again, that
was mostly myself. Staff would throw in sometimes, but again, some didn't have the financial ability and I was fine with that just because of the circumstances.

And then for individuals that had parties during -- like staff, we had to tell the Lamborns that we were going to have a party for a staff member, and if we didn't -- so the staff didn't tell the Lamborns I was having a party, a birthday party, and I didn't know about it either, and so they threw me a party and Lamborns found out about it. I got in trouble and then they had a party where they basically hazed me or -- not -- I'm a marine. I wouldn't say hazed, but they basically made fun of me or whatnot.

And they told the staff to jack up my room and they put most of the file cabinets and stuff like that in my room and put glitter all over the place and stacked stuff in there. So that was -- and I was told that that was supposed to be punishment for not telling the Lamborns. So we made sure we told the Lamborns about
birthday parties, so --

    MS. BENITEZ: And the birthday gifts
and the Christmas gifts that you were referring
to, where you would essentially take care of
purchasing a gift, was that just for the
congressman or were they gifts for his wife and
children as well?

    WITNESS 1: So the gifts would be for
Mrs. Lamborn and the congressman, and we had to
make sure that -- I would tell Dale Anderson what
we were getting to make sure that it was his
approval and also the dollar amount was high
enough, and that the congressman and Mrs. Lamborn
would be okay with it.

    And then we had one party,
naturalization party, that the congressman, and
Mrs. Lamborn, and Dale told us that we had to
have in 2020 for their daughter-in-law. And so
we threw a party and I -- for that one, because
of the ethics classes and everything, the day of,
I was like, how am I going to get compensated for
this? And, again, Dale Anderson just laughed.
So we decorated the office. We shut
down the office, closed it, and we had food and
Dale wanted me to get beer -- we always had beer
for the congressman -- and then we had the
naturalization party, so --

MS. BENITEZ: And --

WITNESS 1: -- we had like cake, and
food, and stuff.

MS. BENITEZ: And you said that you
were told about this party -- well, you were told
you had to have this party by the congressman,
his wife, and Dale. Was this done in person,
over the phone, via email?

WITNESS 1: It was in person. The
Lamborns were in town the week before, and then
Dale Anderson kept checking up on me over the
phone from D.C. to see if it was up to the
Lamborns' standards, was his phrase for things
like this.

MS. BENITEZ: So what was -- so before,
I'm assuming you did -- you weren't aware of this
requirement to purchase a gift, so what were the
instructions that you received when you started
as district director regarding birthday and
Christmas gifts?

WITNESS 1: The first time -- there was
nothing within the job description, or title, or
any conversation before taking the job in
reference to anything like that. I didn't find
out until later about the birthday parties for
staff, that the Lamborns had to know about it,
and then Mrs. Lamborn and the congressman's
birthdays were like a few months after I started,
and then I was informed, so there was no
discussion before taking the job. And then once
I took the ethics -- (speaking to child.)

Once I started and took the ethics
classes online and whatnot, I started asking Dale
and -- like how am I going to be compensated,
things like that. Is it, you know, going to be
out of the personal pocket reimbursement, and he
would just either -- he would just laugh and say,
no, this is just part of the job. And so, yeah.

MS. BENITEZ: So Dale Anderson told you
that you needed to buy gifts for the Lamborn's?

    WITNESS 1: Yes. And it was sort of a
    competition between D.C. and district offices.
    MS. BENITEZ: Did you ever feel that
    you didn't have to buy the gifts?
    WITNESS 1: No, it was -- there was no
    option. He made it clear.
    MS. BENITEZ: Who was -- so I know that
    you would try to collect the money or provide the
    funds for the gift, but who was in charge of
    actually purchasing the gift? Was that also you?
    WITNESS 1: Yes. I was told that I had
    -- I would have a conversation normally with Dale
    about the Lamborn's' gifts. He would tell me what
    the district or the D.C. office was thinking, and
    that I had to come up with something better, and
    then he wanted ideas from me. I would tell him
    the ideas, and then he would pick normally what
    would -- he thought would be the best option.
    And then he -- I would -- he was like, well, the
    D.C. office is doing 125, so at least do that.
    And then I would tell the office -- the
staff in the meeting, like this is the plan and I stopped asking them for money after I started realizing that it wasn't their obligation, nor mine, but it was understood that that -- I had to do it. I would just tell them what I was doing and then they understood the situation and some people tried to give what they could.

But the people on the staff knew it was wrong, but the environment was so toxic that we had seen retaliation in the aspect of telling Dale no or questioning. Vacations would be canceled, or people would work over the weekend, or there was things like that, so jobs would be threatened, so --

MS. BENITEZ: And this would happen as a result of staffers not doing what Dale instructed them to?

WITNESS 1: Correct.

MS. BENITEZ: And what kinds of things would they refuse to do?

WITNESS 1: And not just refuse but like question. Dale, especially during COVID and
things like that, about keeping the office open and going to teams, high-risk staffers being concerned about the COVID risks, their spouses being high risk. We had one person that had one spouse that was -- had immune deficient, and she was very concerned about it, so there was -- Dale was questioned about that and repeatedly to the point where one of the staffers had his vacation cut short, extra workload. Things like that would be brought up. Work became more difficult.

MS. BENITEZ: You mentioned a few names of some staffers that reported to you that performed some personal and campaign work for the congressman and his wife. Was Witness 5 one of these staffers? Did he ever perform any campaign work or personal errands for Mrs. Lamborn?

WITNESS 1: Not that I knew of because he refused and it -- he made it very clear that he was not going to participate once he was hired full time from being a fellow.

MS. BENITEZ: And he -- how did he make
it clear that he wasn't participating in that?

WITNESS 1: He very tactfully mentioned
the ethics training and would form it as a
question to Dale, and that would infuriate Dale.
So he wouldn't be tasked to do it, but then
again, his vacation was canceled because
something would come up, so, you know, like, Dale
would tell me, like, get Witness 5 here.

During COVID, there was a certain part
-- point that we were trying to do damage control
because we were a hundred percent in the district
office, so it was Witness 5's day off for that. He
was -- he had that day off and Dale would call
him in and just, you know, to mess with him. So
I would be on the call and he would be like,
where's Witness 5? And I was like, oh, it's his
day off as agreed, his scheduled day, and he
would -- he's like, well, I want him in the
office. And it was a pattern, so --

MS. BENITEZ: And earlier, you
mentioned that you had -- you'd met the
congressman's family during a fundraiser. Did
you meet his son during that fundraiser?

WITNESS 1: I don’t believe so. I think it was just -- I met his son initially at the birthday parties. I met three of their children.

MS. BENITEZ: And were you working for the congressman when his son moved to Washington, D.C.?

WITNESS 1: I don’t know the exact dates. I couldn’t tell you for sure.

MS. BENITEZ: But you know that his son moved to the district?

WITNESS 1: Yes. He visited. He visited the capitol when I was in the office. My first week, he was -- came into the D.C. office Raymond Building and I knew -- I believe to the best of my ability -- that he was in D.C. living while I was employed as district director because they would go visit him and things like that, and it would be on his calendar -- their calendar, the Lamborn’s calendar.

MS. BENITEZ: And do you know where his
son was living?

WITNESS 1: No, not -- I was told certain things about him staying in the basement at some point but I don't know the timeframe. I was told by James Thomas, their deputy chief of staff, and some of the D.C. staffers and -- told me.

MS. BENITEZ: And what did they tell you?

WITNESS 1: James Thomas, I would talk to him because of the situation with Dale. I would ask him, was this normal? Is it messed up? What's going on? I would tell him the situations and things I was struggling with and he would share with me what was going on.

MS. BENITEZ: And at some point, James shared with you that the congressman's son was living in the capitol or living in D.C.?

WITNESS 1: Living in the basement. He would -- he sort of gave me the background on Dale and things, what was going on with -- in the past with Dale. He confided in me all sort of,
like, you know, that Dale would do errands and in
the May, June timeframe, Dale got in trouble.
D.C. staff basically threatened to all walk out
if Dale was a direct report to them or they were
direct report to Dale, and Dale sort of lost a
lot of his responsibilities in D.C.

And so James Thomas and I talked quite
a bit because he knew a lot about legislation and
would give me -- so I would vent to him, he would
vent to me. And so once Dale was sort of limited
in D.C., James Thomas basically ran the D.C.
office.

And so Dale would do -- and Dale would
brag about doing errands that -- when we were
tasked to do something, he said, hey, I'm chief
of staff and I always pick up their dry cleaning.
I drive the Lamborns to Costco. Mrs. Lamborn, we
do shopping and I drive her, so no one's above
it. So I, again, don’t know the timeframe of
when their son lived in the basement and when
they lived in the apartment or when he moved out
into an apartment.
MS. BENITEZ: And looking back to Witness 5, you mentioned that, out of all the staffers that reported to you, he was the one that refused to participate in any of the personal errands or campaign activities?

WITNESS 1: He would bring up the ethics rules and -- directly to Dale and that would, again, infuriate him, but he was very prepared, I guess is the best way to put it, when responding to Dale's unethical requests and to the point where Dale would stop asking him, you know, mid-summer of last year because he just knew Witness 5 would bring up the ethics.

MS. BENITEZ: What was the reason that you left the congressman's office in January?

WITNESS 1: I could no longer protect my staff with basically anything, protect them with COVID, from Dale, from things like that. The classes I took -- required classes I took through the house, I knew what was going on and I didn't want to be a part of it and it was -- with Witness 5, every combat veteran left within three
weeks of each other. You know, the person that
replaced me, he just resigned six months in.

We knew it was wrong and it -- again, it was a toxic environment where, like, Liz was threatened multiple times about losing her job. Things were held over her head from Dale. You know, one day, he'd want me to write reports up to -- you know, just in case he wanted to fire somebody, and then the next time, you know, he would play mind games with them.

It was a very abusive relationship, especially with Liz. I just didn't like that environment and I saw things with the congressman and Dale that I knew was wrong, and I didn't want to be a part of it anymore.

MS. BENITEZ: Annie?

MS. CHO: Yeah. So going back, you said that [Witness 5] raised sort of the ethics issues concerning sort of the tasks that were asked of the staff. Prior to [Witness 5], and I mean, you've expressed some -- you know, your concerns regarding the issue as well, but has
anyone aside from [Witness 5] sort of spoken up about, you know, the ethics-related issues regarding some of the tasks that you guys were asked to do or --

WITNESS 1: Everyone brought it up at some point and we'd seen -- especially [Witness 5], retaliation from Dale and it concerned a lot of people. It was known if you pushed against Dale, like I said, there was repercussions. So I would ask, for example, like I said, it's like, you know, how am I going to be compensated or, you know, tasks or something, and we were told, well, it -- this is on your lunch break. And so the payments came in later.

I was -- for example, several times, I was told by Dale that I was picking up the bar tab at the breweries that we'd stop at a lot of times after -- during the district work period and it would just be put on the spot, you know, you're paying for the Lamborns drinks and staff drinks and stuff like that. I would bring it up to James Thomas, which again was my confidant.
He'd been in D.C. 18 years, and he said -- he agreed with me that there would be retaliation and to do what I had to do.

And so it was -- we would bring it up, most of us at least once, but a lot of staffers were concerned about their jobs and vocalized that. And that's one of the reasons why, like, for the birthday gifts and parties, I'd pay for it because, again, you know, I knew not being compensated and putting the staff through it, it was not a requirement by them, but I knew that -- from Dale, what he communicated had to happen and, you know, so we were concerned for our jobs.

MS. CHO: And were these concerns only addressed to Dale? Did anyone go to the congressman directly?

WITNESS 1: A lot of times, the Lamborns were telling us about the parties. They're the one that initiated the naturalization party for their daughter-in-law. You know, birthday parties for staffers, you know, were dictated by the Lamborns, and and scheduled and, you
know, asked what we had and we were told that we
had to buy beer for the congressman.

MS. CHO: Were they --

WITNESS 1: Pardon?

MS. CHO: But were any of the concerns
that you had regarding -- were any of those
addressed?

WITNESS 1: No, because we were told
that this was initiated by the Lamborns, and the
Lamborns vocalized that this was okay, and
understood, and how things happened. So there
were -- things were being dictated to us by them,
so when we brought it up to Dale, he said, no,
this is what the Lamborns want and the Lamborns,
by their actions and words, would enforce that.

MS. CHO: Thank you.

WITNESS 1: So we just -- again,
anybody that would bring up something, especially
the Lamborns, we would get retaliation from --
especially Mrs. Lamborn, and then it would roll
down to Dale, and Dale would say, well, Mrs.
Lamborn called me. She's upset, and then, you
know, we'd have to have a discussion with that
staff -- said staff member because Mrs. Lamborn
would be upset that -- for whatever reason.

So, again, the Lamborns and Dale were
on the same page and Dale was sort of like the
enforcer of Mrs. Lamborn's -- especially Mrs.
Lamborn, what she wanted, but also the
congressman as well.

MS. BENITEZ: Were you still working
with the congressman when [Witness 5] filed his
lawsuit against Representative Lamborn?

WITNESS 1: I don't believe so. I had
left by then I believe. I'm not sure when he
filed, but I think it was after.

MS. BENITEZ: And what was your take on
it? What was your opinion on the lawsuit?

WITNESS 1: That it was founded and
everything that he -- from the reports I'd read,
I mean, I was there. I knew what was -- I knew
there were grounds. I knew that was one of the
reasons, like I mentioned, why I left because of
those violations.
MS. BENITEZ: And did you speak to any other staffers about the lawsuit? Did anyone else have any opinions on it?

WITNESS 1: Tony Archer and Cathleen Clayton. Tony Archer is the vice president of my organization, the veteran org, so we talk every day. And he left Mid-December because he'd been there for, I think, a couple of years and he just couldn't handle it anymore, the work environment and just, you know, I don't want to put words in his mouth, but the work environment.

MS. BENITEZ: And what was his opinion about the lawsuit?

WITNESS 1: The same with myself. He agreed that it was -- there was a lot of violations. I mean, and we talked a lot last year. 2020 was unique for everybody, obviously, and when we were -- I mean, the capitol police would call me once a week and check up on me, and they'd mention that we were literally the only office at some point that was open in the whole country and in D.C.
Also the D.C. offices were all closed, even our own, and -- but we were the only district office that was a hundred percent open and a hundred percent staffed. And so we, as a staff, got close and had a lot of conversations. A lot of staff members vented to me about, you know, things, so Tony just had enough in December when he resigned.

MS. BENITEZ: And what was -- well, I guess before I ask that question, what -- how would you describe [Witness 5] as your employee or someone who reported to you?

WITNESS 1: He was very Type A, very analytical. He was a hard worker, especially with the PPP loans, the SBA loans. He was phenomenal. That's why we brought him in as a fellow because of -- I mean, we were getting compliments from the banking community and businesses. He was on it and extremely hard worker.

And he was the one that was the most vocal and challenged Dale the most because of his
knowledge within -- I mean, he would study the
ethics, the house ethics, and the rules, and
workplace to bring up to Dale because Dale would
just, you know, I'm the chief of staff. You need
to be quiet. And but **Witness 5** would come in
basically almost like, you know, build a case
before certain things because he knew he had to
be prepared for Dale if he brought up ethics, or
safety, or COVID-related. So he challenged Dale
a lot last year, so --

MS. BENITEZ: Did you ever have any
issues with **Witness 5**'s work performance?

WITNESS 1: The last year, again, was
unique. His work was always phenomenal. At the
end, he would -- it was an extremely stressful
situation because, again, we were concerned about
COVID and certain staff members, and so, again,
we went to days off and stuff like that, giving
half days, trying to again, you know, knowing
that we were staffed a hundred percent. It
brought a lot of stress in the office.

So **Witness 5**'s work was always top notch,
and then one of the things -- I know I read somewhere that Dale brought up that [Witness 5] would storm out. Everyone in that office had issues some days and I would say, go take the rest of the day off because -- you know, like a mental health day. And so, yeah, [Witness 5] -- there was a couple of times where he, you know, it was -- he would have really rough days. People would call crying about losing their business and homes to, you know, not getting money last year.

So it was extremely difficult, but I did that also for every staff member, literally, across the board. So whatever [Witness 5] was -- did, every staff member did as well, and it was a unique situation. It was not just managing people but emotional and mental states of the staff to keep them from, you know, cracking last year because, again, it was extremely stressful.

MS. BENITEZ: And you mentioned earlier that the environment was incredibly toxic for one of your staffers, Liz, and that Dale would have you write her up, I think, in case he was
thinking of terminating her?

    WITNESS 1: Correct. He kept -- he
would tell me over and over again that he wished
he could fire her, but he couldn't replace her
because of her experience as a caseworker. And
she was a phenomenal caseworker, but she would
constantly bring up concerns about her husband
who had Lyme disease, and his autoimmune system
was really bad, and he had autoimmune disease,
obviously. And both of -- and she was a smoker
and overweight. I'm not trying to be mean, but
that was one of her concerns. She was -- she
clicked several high-risk categories for COVID.

    And so she would want, like, a filter
system, or UV, or some kind of protection, masks.
She would ask about different things about COVID,
and it would infuriate Dale because he would
downplay COVID. And so he would just complain to
me about Liz and her complaints and requests, and
then she -- he'd be like, bring in Liz and then
he would be basically like, Liz, you know this
isn't a big deal. You're just blowing it out of
proportion, and basically undermine her concerns
to the point where it was -- the closest thing
again I could come to is like an abusive
relationship where he would just demean her and
undermine her concerns. And she would just like,
you know, be downtrodden and depressed, and that
would be it.

MS. BENITEZ: What about the write ups?
Did you -- did he ever have you write something
up about Liz' poor performance or work
performance?

WITNESS 1: So Dale would get in a
tizzy. He would get upset, worked up. He'd want
me to document everything, and then when it came
down to it, he was like -- I would bring it up,
like what do you want me to do? I did this to
Linda, who was the office manager, when I first
started, Witness 3, and Liz, and also
Witness 4. And I would document things
and then we would get to it and he would talk to
the staff member without me, and then they would
come to the conclusion, whatever that was, and
literally, it was -- every time he'd mention like
document it, it never went anywhere.

MS. BENITEZ: So what kinds of things
were you documenting? Was he -- Dale was
instructing you to document things?

WITNESS 1: Correct.

MS. BENITEZ: And --

WITNESS 1: And so he would -- so it
would just be the situation, like Liz, she walked
out of the office because she was very upset
about Dale and the nonchalant-ness of the
congressman and Dale with COVID. And basically,
you know, like Dale told her on several
occasions, it's, you know, COVID, you know, is
only there to make sure -- you know, it's just to
hurt Trump. You know, it's blown out of
proportions, and things like that and, you know,
masks don't work. And he would come into the
office and visit the district and he would be
extremely upset at, or make fun of, or body
gestures or facial expressions to Liz about her
wearing a mask and distancing herself from the
conference table.

And so, you know, he was really big on belligerency and disrespect, and he would go and talk to me afterwards, like, you know, she has a really bad attitude and say, you know, tell me, like, I want you to write up Liz on, you know, disrespect, belligerency, you know, things like that. And then, you know, a couple of days later, they would have a conversation for two or three hours and I would bring it up, like what do you want me to do with that? And then he's like, we worked it out and --

MS. BENITEZ: And --

WITNESS 1: -- so I didn't -- would not know the details, but that would be the scenario almost daily.

MS. BENITEZ: And when you would write these things up, how would you communicate them to Dale? Would you email them, print them, hand it to him? How would he get this write up?

WITNESS 1: I emailed I think one or two maybe to him before, or it would be while he
was in the office. When he was in the office, it was like knee-jerk reactions and, you know, a whirlwind of different things he wanted done. And so it was verbal and it was just on a document and, like I said, most of the time, I just deleted it because it never went anywhere, and he said, oh, I worked it out with the staff member.

A lot of the disciplinary decisions, things like that were -- disciplinary and also reconciling and remedial fixes within the office were handled directly from Dale to the staff member and a lot of times, I wasn't involved in the conversations.

MS. BENITEZ: Did you ever do one of these write ups for Witness 5?

WITNESS 1: No, I never did anything until Dale vocalized that he wanted to fire Witness 5, and he sent me an email saying basically what he wanted done in the email, like what he wanted me to send and say in the email and the concerns I had. And then he kept on pushing for
more and more stuff that he wanted.

He kept on calling me also throughout the email thread, saying that, well, can't you give me more? Isn't there more? What about this? And, you know, the congressman likes juicy details. Like you need to make -- you know, you need to put more stuff in it and I was not willing to do that. So he just got frustrated and basically submitted it mostly from what he had added in the email and wanted me to put in, so --

MS. BENITEZ: So I just want to pull this up and make sure we're talking about the same thing. So Nathalie, could you pull up Tab 1, please, and mark that as Exhibit A?

THE REMOTE TECHNICIAN: Yes. Please stand by.

Exhibit A is up.

(Exhibit A was marked for identification and is attached to the transcript.)

MS. BENITEZ: Okay. And can you scroll -- actually, give Witness 1 control of the screen
so he can scroll down.

THE REMOTE TECHNICIAN: Yes. Please stand by. It is ready for control now.

MS. BENITEZ: So, Witness 1, if you scroll down on this document, I believe that you'll see perhaps the email you were referring to. I'll let you kind of review that and scroll down.

WITNESS 1: Sorry. I'm trying to --

MS. BENITEZ: If you can't, let me know and I'll --

WITNESS 1: Do you mind scrolling down?

MS. BENITEZ: Okay. No worries. And, Nathalie, could you give me control of the document?

THE REMOTE TECHNICIAN: Yes, just second. One moment, please.

WITNESS 1: Thank you. I appreciate it.

THE REMOTE TECHNICIAN: Yes. You have control now.

MS. BENITEZ: Thank you. Okay. All
right, Witness 1. So here you see this is a
declaration made by Dale Anderson. And I'll kind
of scroll through this kind of slowly here but,
really, I want to draw your attention to this
email exchange between you and Dale that was
attached as an exhibit, and I'll start from the
bottom because I believe that's the initial
e-mail. So, okay. I'll leave it up here and let
you read that. Let me know if you remember this
e-mail exchange.

WITNESS 1: Yes, that's the email that
I was mentioning.

MS. BENITEZ: Okay. And when he says
fill in your portion, what is he referring to?

WITNESS 1: He wanted me to -- and
there was a phone call or several after this. He
wanted me to basically fill in what he said,
juicy details of Witness 5. And so he basically
wanted me to elaborate on his email and what he
wanted to discuss.

MS. BENITEZ: Okay. And this -- so I
scrolled up to the next message here and it looks
like this is your response to Dale's email. I'll scroll down so you can read the whole thing.

WITNESS 1: Yes. So basically, I --

Dale called because the first email and whatnot, he sent the email, he called me shortly thereafter to make sure that what was in the email were issues that he had. Dress wear was a big one, things like that, where he was -- he had concerns, so he kept calling me to make sure that details were in the email that he wanted, but he was never really satisfied, so he just sent it to the congressman and gave it to him. I believe he printed it out and -- on the way to the airport one day.

MS. BENITEZ: And were these your words or were these -- is it someone else, or did Dale instruct you to write these things?

WITNESS 1: I was instructed by Dale. Like I said, there were several phone calls to me with Dale where he basically walked through what he wanted, and then, again, shortly thereafter, I put in my resignation.
MS. BENITEZ: So this email, you know, because it comes from you, makes it seem like you had issues with [Witness 5] as an employee. Is that --

WITNESS 1: Oh, absolutely. Absolutely. I mean, that's the way it looks. Again, and that was one of the things that, again, that I mentioned of why I left. I had issues because, you know, I knew if I did not submit that email, put in things when Dale called me in that email, I was going to get terminated as well, and so, again, that's -- I just couldn't work in that environment anymore.

So Dale would call me, tell me what he wanted me to elaborate in the email, things that bothered him, and then he kept on saying juicy details. He wanted more. You know, he would call me and say, well, you know, I'm going to send you an email and so, yeah.

MS. BENITEZ: And were these observations that I see in the write up you sent to Dale -- were these things observed by you or
by Dale?

WITNESS 1: Dale would bring it up. He kept on bringing it up to me.

MS. BENITEZ: So for example --

WITNESS 1: He would visit the district office and mention -- so our handbook hadn't been updated. One of the first things I did when I came in is check all the operational manuals and everything. The handbook hadn't been updated since 2014. So I think Liz might have signed it. She'd been there. Maybe she signed it in 2014. So I updated it and gave it to Dale, and it's probably still in his inbox, or saved, or whatever. Nothing came of it.

So there was a lot of conflicting procedures, policies, and stuff that weren't even in the handbook, so and staff would wear polos and khakis, polos and dress pants, and Dale especially, once would bring up certain things, would -- Dale would get upset about his outfit. You know, he was -- you know, would pick out certain things. A picture, he
would see, you know, a staffer in a polo, and so
he would bring it up and have an issue, but in
the handbook, it allowed -- even in 2014, allowed
polos. So that's -- you know, I'm trying to go
through.

MS. BENITEZ: Well, let's take, for
example, October 6, 2020, incident.

WITNESS 1: Yes.

MS. BENITEZ: Is that something that
you observed?

WITNESS 1: So I was there. He had --
I told him to leave early because he was upset
about just -- again, it was a rough day and I had
sent other staffers home for the same reason of
just, you know, you literally take a hundred
calls a day of people screaming at you and it
drains you. I'm sure you're aware. And so

Witness 5 was burnt out and got upset, and he's
like, I need to go home, and I was like, okay.

And so later that day, Dale had a
conversation with me. He told me -- he was
asking for Witness 5 and I told him, I was like, I
sent him home. He was having a rough time, and Dale was infuriated at that time. At that point, Dale had been talking for months about firing

Witness 5 because of his -- he kept on saying belligerency and disrespect towards him as chief of staff about not taking his orders, or not obeying him, or challenging him when it comes to COVID, and Liz, and other procedures in the office. And so Dale was just looking for anything at that point. So that really stuck with him, so, yeah.

MS. BENITEZ: So you are --

Witness 1: (Inaudible) that mentioned David Klotzman. We had the FBI look into it several times and police because he called -- I think we kept track one time and in three weeks, he called 213 times, the office. So, like, Klotzman was -- would infuriate anybody, like, just he was, you know, one of those people. So Witness 5 had a phone call and Klotzman would be extremely nasty on the calls and very graphic.

And so Witness 5 would just get upset
and, you know, that day, he just, you know, was burnt out. So when he said, I need to go home. Do you mind? And I'm like, no, because that was one of the things, again, last year, in a normal situation, it would be very rare. Last year, because of, again, we were a hundred percent manned the whole year, and while everything was going on and we started fielding phone calls from all over Colorado outside our district because we were, again, the only congressional office to help with businesses and PPP loans.

So it was very stressful and so I would allow staffers -- like, and that's one of the things -- the last incident where Witness 5 -- I gave him the afternoon off, that Dale picked on because he already knew he wanted to terminate Witness 5 and was looking for any reason at that point. So I'm not surprised they brought it up, but it wasn't unusual with my staff.

MS. BENITEZ: So in this email, would you say that this email accurately reflects how you perceived Witness 5 as an employee?
WITNESS 1: No.

MS. BENITEZ: And would you say that you were -- were you on the phone with Dale as you typed this email or did you type this email --

WITNESS 1: Oh, yeah. Dale basically told me what he wanted me to put in the email, that he was done with [Witness 5], that he wanted to basically fire [Witness 5], and he wanted to make sure that, you know, it was taken care of, and it had enough substance in it to bring to the congressman. And so, I'd communicated -- (speaking to child.)

So that was -- I mean, they'd already -- he had his mind set. He was just building a case and he called me several times to say that I was not putting enough in the email. And so, again, I'm not proud of it. I was, again, concerned about my job because, again, I was seeing what he was doing with [Witness 5].

I saw what he did with Linda, the office manager, and other staffers that didn't
listen to him. He would, you know, reduce pay
and fire them. And with COVID and everything,
I'm not going to lie, I was concerned for my job
and, you know, should I have said no?
Absolutely. But, again, I'd seen what he had
done before.

MS. BENITEZ: Nathalie, you can -- if
you could please take down the exhibit from the
screen.

THE REMOTE TECHNICIAN: Yes. Yes, I
can. Please stand by.

MS. BENITEZ: Thank you. And, Witness
1, you have made some sworn declarations, I
believe two, on behalf of Witness 5 where you talk
about his performance as an employee.

WITNESS 1: Yes.

MS. BENITEZ: Is that correct? And
what did you say in those declarations?

WITNESS 1: I believe in general that
he was an excellent employee. That's why we
brought him on as a fellow. He was hard working.
Like I said, there's numerous people and
businesses, industry and whatnot, that, you know, raved about his help and everything, and, again, that he and the congressman, that's why they brought him on, with his work ethic and his attention to detail.

That's why he was given defense and space industry because we were doing literally everything we could to have space command, space force in Colorado Springs. So he was given like at that time one of the most important jobs, if not the most important job. So I don't know what detail -- you know, that's basically a general summary.

MS. BENITEZ: And when was Witness 5 -- do you know when Witness 5 was terminated or if he was terminated?

WITNESS 1: So he was terminated, but he was -- basically said if you don't, you know, sign the -- it was -- he was basically pushed out. He was like, you're either going to be fired or not. I don't know the exact date honestly. I couldn't tell you.
MS. BENITEZ: Did you participate at all in the termination or the conversations to terminate Witness 5?

WITNESS 1: So what had happened is it was Witness 5's day off. So at that point, we were -- the congressman was trying to do damage control about COVID because there were several things that came out. And that was another dynamic with -- there was a leak, a leaker, that talked to the paper, and so Dale was -- between him pushing back, and COVID, and then leaker, Dale was full out on Witness 5.

So we went to teams where it was 50-50 and Witness 5 was off. It was, I believe, a Monday and Dale had me call him in, and he came in. And Dale conference called in my office, and Witness 5 sat there and Dale fired him, basically gave him an ultimatum and discussed everything.

Witness 5 asked him several questions about, you know, well, what about this? You know, and he was honest. He brought up Liz and the concerns that, you know, he brought up and he
brought up everything that Dale -- had drove Dale
crazy throughout last year about the ethics of
workplace rights, and the masks, and COVID, and
everything, and he was like, is that the reason
why you're firing me, because it wasn't work-
related.

And Dale just lost it. And so I was
there as a witness, but I did not fire him. I
did not tell him. Dale handled the conversation
on the conference call.

MS. BENITEZ: And apart from that call
and the email that we just looked at, have you
ever voiced to Dale that you had issues with
or any issues with his work performance?

WITNESS 1: Not unusual throughout the
staff, Dale and I would have conversations about
-- you know, Dale would be like, how's the staff
doing? And I would run down each staff member
and, you know, they're stressed and things like
that. I vocalized concerns about the stress
level and concerns about COVID and things like
that, and he just downplayed it.
With the actual workplace, there were certain incidences in every staff, and I brought up things about as well that were unusual, you know, than above just normal stress and that's why we started doing teams, and 50-50, and giving people days off to try to alleviate some of that stress.

MS. BENITEZ: And in regard to the COVID protocols or lack thereof in the office, do you know who implemented or who pushed for you all to be in the office a hundred percent of the time? Was that Dale? Did that come from Representative Lamborn?

WITNESS 1: Dale didn't -- Dale and the Lamborns vocalized separately different times that it was just blown out of proportion to stop Trump. And then the protocols, we -- you know, Dale would downplay like us getting masks from the -- D.C. when they asked. I forget what department asked for masks. He would downplay it.

Could you repeat the question one more
time, please?

    MS. BENITEZ: Sure. So I guess what
I'm asking is, did Congressman Lamborn also
express the same sentiment about COVID that Dale
did to the rest of the staff?

    WITNESS 1: Correct. Yeah. We had a
party for -- I believe it was the congressman
birthday party, and he came in and we were just
asking, you know, small talk, how they were
doing, and brought up COVID. And Dale had told
Liz not to be over-dramatic about COVID and sort
of threatened her about that because of her
concerns. And she was -- and she wore a mask and
distanced herself in the office.

    And the Lamborns both said they knew it
was to damage Trump's campaign and we stayed
open. Mrs. Lamborn said -- Mrs. Lamborn, the
congressman, and Dale both said the benefit of
keeping the office open during a campaign year
was crucial because several other congressmen had
lost or weren't doing well because their -- they
felt their offices were closed, so we stayed open
for that reason. They were concerned about the campaign and the general election.

And so it was a shared sentiment.

Dale's very much a sycophant to the Lamborns. I mean, he's been with them for 14 years, so he parrots a lot of what they say. And so the sentiment was shared across the board with the Lamborns and Dale, and they both -- all three of them vocalized it.

MS. BENITEZ: Okay. Okay. So I'm just going to take a minute or two off camera just to run over my notes and make sure that I don't have any other questions for you. So if you don't mind, I'm going to hop off and if you want to take a quick break, I'll be back in two minutes.

WITNESS 1: All right. Thank you.

(OFF THE RECORD)

(ON THE RECORD)

MS. BENITEZ: Okay. So I don't think I have any more questions for you. I guess one last question to kind of wrap this up is, have you communicated with anyone else about the OCE's
investment?

WITNESS 1: No, other than I confirmed with Wes that I got your number and I contacted you.

MS. BENITEZ: Okay. All right. So with that in mind, we can hop off the record.

(Off the record at 11:46 a.m.)
EXHIBIT 3
Transcript of Interview of Witness 3

Review No. 21-4329
September 7, 2021
Interview of Witness 3
Conducted Virtually
Tuesday, September 7, 2021
11:30 a.m. EST

Job No. 397627
Page: 1 - 49
Transcribed by: Alexa Renfro
Interview of Witness 3, conducted virtually.

ALL PARTIES ATTENDED REMOTELY.
A P P E A R A N C E S

INDHIRA BENITEZ, ESQUIRE
ANNIE CHO, EQUIRE
Office of Congressional Ethics (OCE) of the
U.S. House of Representatives
425 3rd Street, Southwest, Suite 11100
Washington, D.C. 20024
202.225.9739

GREGG HARPER, ESQUIRE
WATKINS & EAGER
400 East Capitol Street
Jackson, MS 39201
601.291.6839

Also Present: Remote Technician, Vane Morrison
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PROCEEDINGS

MS. BENITEZ: Today is September 7, 2021. We are conducting the virtual interview of Witness 3. Witness 3 is represented by counsel, Greg Harper, who is also present today. Speaking is Indhira Benitez, Investigative Counsel with the Office of Congressional Ethics. I'm also here with my colleague, Annie Cho, who is joining me today. Witness 3 has been given a copy of 18 USC 1001 and has signed the acknowledgement and returned it to our office. Please feel free to stop me, Witness 1, if you have any questions or if you need a break.

How long have you been working for Representative Lamborn?

WITNESS 3: Just over four years. Four years and about four months.

MS. BENITEZ: And what is your current title in his office?

WITNESS 3: I'm a senior advisor, and I do faith-based outreach. It is now expanded to community outreach. So I work in the District
office doing community outreach.

MS. BENITEZ: How did you meet Representative Lamborn?

WITNESS 3: Well, I knew him as a congressional member. So I had been in the community serving as a pastor. And so I just knew him from some of that. And then I was introduced to this role -- this position by the district director at that time by the name of Dale Anderson. They hired me, and that is when I really started to know Congressman Lamborn better.

MS. BENITEZ: What are some of your responsibilities as the senior advisor for faith-based outreach?

WITNESS 3: So the first thing is we communicate to our constituents the services that our office provides. So whether it is ministry leaders, or CEOs, or whether it is pastors of churches, or leaders of synagogues -- the entire faith community. We are communicating these are the constituent services that are available to you. So when they interact with their people,
they know who can help them maybe overcome an IRS issue, or a Social Security issue, a lot of veteran issues.

The second part of what I do is I convene -- bring the community together to talk about what are some of the solutions to the problems of our community, so it turns into a pretty great deal. Something I really enjoy doing.

MS. BENITEZ: And how would you describe your relationship to the Congressman today?

WITNESS 3: Professional. I think that is the best way to describe it. Very, very, professional.

MS. BENITEZ: Have you had an opportunity to meet anyone in the Congressman's family?

WITNESS 3: Sure. I got to meet, casually, some of the different members; the children, the grandchildren. And kind of the same way they got to meet some of our family members. We have five children that are a little bit younger than the Congressman's family, but they have been able to meet some of our family. When I
say, professional, the Congressman has attended
two of the weddings for my children, which I
thought was professional, and I thought was also
courteous.

MS. BENITEZ: Have you had an opportunity
to meet the Congressman's wife?

WITNESS 3: I have, yes.

MS. BENITEZ: And how is your relationship
with Mrs. Lamborn?

WITNESS 3: It is fine. Very, very
professional. And I think professional,
respectful, and appropriately distant.

MS. BENITEZ: How often do you speak with
or interact with Representative Lamborn?

WITNESS 3: Oh, goodness. I can't even
quantify it. It is very rare. I send daily
report of the activities that I do to all of my
supervisors and a copy of that goes to the
Congressman. And then I send a weekend
faith-based outreach, so a lot of the work I do is
on the weekend interacting with the community. It
is all sent out directly to the Congressman, and
then the response is usually just brief. Few questions here and there, and then other professions -- professionally, I'll facilitate when we are doing community-based outreach, and the Congressman is setting up different meetings with different people. And then very, very, rarely we do some friendly -- for instance, we'll host a staff gathering at my house. We will watch the Superbowl or basketball game or something like that.

MS. BENITEZ: Social gatherings with --

WITNESS 3: That is correct. Thank you for the right word.

MS. BENITEZ: And how often do you interact with Mrs. Lamborn?

WITNESS 3: Even more rarely than that. So maybe once or twice a month is pretty much all I really interact with Mrs. Lamborn.

MS. BENITEZ: And what is the extent of your interactions?

WITNESS 3: Well, this is on the side, so again, I'll host a prayer meeting; so we invite
some of the community members, some of the
constituents to come and pray with or pray over
the Lamborns. And there will be times when I
interact with her to find out what other prayer
requests that they have, and if she has any
special desires for that once a month meeting.
But that is not part of my job description. That
is just a personal engagement with them and the
community.

MS. BENITEZ: Has Mrs. Lamborn ever
reached out to you to perform any campaign related
work?

WITNESS 3: There has been some
opportunities. Not specifically as a reach out
from her but because of the work that I do with
this prayer group and interaction that I have had
with other parts, there has become some
opportunity to volunteer my time to maybe collect
signatures for a campaign or something like that.
But that wasn't anything I felt pressured for or
anything I would even reach out to. It was just
something that was an opportunity, and I was happy
to be part of something like that.

MS. BENITEZ: How did you learn of the opportunity to volunteer for these activities?

WITNESS 3: I had known that there was a need for signatures. So having known of the need for the signatures, I asked if there was anything I could do to help.

MS. BENITEZ: Have you ever been to the Congressman's personal home?

WITNESS 3: I have, yes.

MS. BENITEZ: And how many times have you visited his home?

WITNESS 3: I would guess, over the course of all those years, maybe ten times. A couple of social Christmas parties or staff social events. One time, Congressman and Mrs. Lamborn were kind enough to have me and my wife over. I think that was especially because Mrs. Lamborn had known that our youngest child was going off to college. So facing the empty nest, she wanted to reach out to my wife, Nancy. Social occasions like that.

MS. BENITEZ: Have you ever been to the
Lamborns' vacation home?

WITNESS 3: No. I was unaware that they had a vacation home. If it is in Hawaii, then I'm going to go a little further in wondering why I haven't been invited.

MS. BENITEZ: Has Mrs. Lamborn ever reached out to you for a personal errand where she has asked you to help her with a personal errand?

WITNESS 3: Sure. Because there was some of that personal friendship that had happened. An example would be a Zoom meeting. So during COVID because all of my meetings have shifted over to Zoom, and, obviously, even on this, I'm not a professional Zoomer; but I definitely have a little more experience than others. She was struggling with something, trying to have a meeting with her daughter. And she would say, Hey, can you help me with the Zoom?

And so it was something I was happy to be able to help with on a personal level.

MS. BENITEZ: And how would you help her?

Would this be over the phone or in person?
WITNESS 3: Mostly in person.

MS. BENITEZ: And how would she reach out to you? In person or over the phone?

WITNESS 3: If she needed some help, she usually would contact me on the phone.

MS. BENITEZ: And would she call you during the week? On the weekends? When would she call?

WITNESS 3: Just whenever the meeting was. Whenever she was frustrated with whatever technology she was struggling with, she would call on my personal cell. And if I was available, I would say, Yeah, I would be happy to come and come help you out.

MS. BENITEZ: Did she ever call you while you were working?

WITNESS 3: There were some times that I would have office hours; so I would have to leave the office, take a break, and go help her.

MS. BENITEZ: You mentioned earlier some daily reports that you would send around and summarize kind of what you did for the day.
do these daily reports go to?

WITNESS 3: I believe -- for instance, I fill it out and send it to whoever the office manager of the day is. That would go to everyone in the district office, everyone in the D.C. office, and all of the leadership. Basically, an opportunity for everybody to be informed -- here's what is going on. Here's what we are putting our attention to.

MS. BENITEZ: So for internal staff members and the Congressman to be up to date with what the staffers were doing?

WITNESS 3: Yes, that is correct.

MS. BENITEZ: Did these daily reports also go to Mrs. Lamborn?

WITNESS 3: I think they do. Again, I'm not aware of that. It is just a broad list, and I think for her -- I think for her information on those daily reports, she had been copied on them as well. But once again, that is something that I -- that is just my understanding. I haven't even sent it out, I think I filled out the
district office report one time before I was compiling them. And then there was a general list that we send it to, so it is not like we are including or excluding anyone specific.

MR. HARPER: If I could just interject, so we don't have to go back to the topic.

When you did the daily report and you would send it out, you would send it out to whoever your supervisor was; right?

WITNESS 3: So on a daily basis, I'm sending it to someone within the district office who is compiling those reports. I send it to one person.

MR. HARPER: And they are sending it on to the district -- well, it could be the district director, but they could send it on to the Chief of Staff. Would that be correct?

WITNESS 3: They send it on to the broad distribution list, whatever that distribution list is.

MR. HARPER: Okay.

WITNESS 3: I may have, Gregg, done it
twice in all of these four years where I am trying
to help someone else compile the list, and then it
says "all staff." So there is an all-staff
mailing list, and it goes to everybody.

MR. HARPER: Thank you.

MS. BENITEZ: Annie?

MS. CHO: Hi, Witness 3.

To your knowledge, do you know if
Mrs. Lamborn holds any official role in
Representative Lamborn's office?

WITNESS 3: You know, I really don't know
that. I know that she has an official email as
far as a mail.house.gov email. But I don't know
the distinction between that. I know that most my
interaction with her is on the personal email.

MS. BENITEZ: Do you know what led to her
obtaining that official House email address?

MR. HARPER: If I could follow-up on
Annie's question.

Are you aware that having the official
email address is the way she could access her
husband or Congressman Lamborn's calendar?
WITNESS 3: You know, that would make sense. But again, I just have no knowledge on that.

MR. HARPER: That is fine. Thank you.

MS. BENITEZ: Vane, if you don't mind, could you pull up tab one please and mark that as Exhibit A?

THE TECHNICIAN: Yes. Please stand by.

(Whereupon, Exhibit A was marked for identification.)

MS. BENITEZ: Vane, if you don't mind, can you please give Witness 3 control of the screen?

WITNESS 3: I'm going to need a little bit of help. I may have mentioned I have a detached retina, so vision is a little bit of a challenge here.

MS. BENITEZ: Sure. We will zoom in here.

WITNESS 3: Okay. Go ahead.

MS. BENITEZ: Witness 3, I would like for you to scroll through these emails and see if this is similar to the daily reporting that you do and other staffers do.
WITNESS 3: So this looks like it is the kind that is sent to -- for instance, in this case organized her report and then she sent it to Linda Rutzen. Linda would have been compiling it that day. But there is also a format. This is clearly not following the format of bullet points for the different activities.

MS. BENITEZ: Could you scroll down to the next page?

Here, you mention there is a format with bullet points. Is this more in line?

WITNESS 3: That is more familiar -- yes, that is the more familiar format that I'm aware of. This would be -- it looks like this is the one where Linda compiled it that day and sent it to the distribution list right there.

MS. BENITEZ: Right. So you see -- I want to draw your attention to right above the subject line where you see who the daily reports are directed to.

WITNESS 3: Okay.

MS. BENITEZ: And you see Doug Lamborn,
Jeanie Lamborn, and District, and D.C. Staff; correct?

WITNESS 3: Yes. So that would be consistent with that all-staff list that I had talked about.

MS. BENITEZ: Do you find it odd that Mrs. Lamborn would be getting daily reports from staffers?

WITNESS 3: Not really. I don't find it odd. Simply, because I think she has an interest with who is meeting who, what is going on. I think it is just a matter of being informed. So no, I don't find that odd.

MS. BENITEZ: You said you are not aware of Mrs. Lamborn having an official role in the office?

WITNESS 3: Yes. That is not something I'm privy to.

MS. BENITEZ: Would you find it odd if she didn't have an official role in the office, and she was still receiving the office daily reports?

WITNESS 3: No. I just consider her an
engaged, interested spouse.

MR. HARPER: I just think that -- Indhira, that is calling for inflammation or a conclusion that he is not going to be privy to. So I just want to make sure we are staying on track here. Certainly, it is not unusual for a spouse of a member to have an official email address in order to be apprised of what is going on particularly with their spouses -- member spouses activity and calendar.

MS. BENITEZ: Okay.

With that in mind, do the daily reports have anything to do with Representative Lamborn's calendar?

WITNESS 3: Maybe you could be more specific. I'm not tracking with you. I don't keep the calendar, so I'm not sure what you're describing or asking.

MS. BENITEZ: Are the daily reports that staff send in on a daily basis, are those reports -- let me rephrase.

What goes into the daily reports?
WITNESS 3: Okay. So I'm speaking for myself because I don't know that there were ever clear directions in giving them. I believe that this is a tool to convey to my supervisors -- that would include the Chief of Staff, who I rarely had interaction with because he was in Washington, D.C.; or the district director, who I had a little bit more interaction with because they are here; but then also to the Congressman; and then anyone else who was interested -- to be able to say, Here is who I'm meeting with, here is the activities that I'm doing, here is how I'm managing the time. I'm doing community outreach, so I say this tongue in cheek to the staff all the time.

But I remind them, the only time I'm not doing my job is when I'm in the office because I have been hired to be out in the community. But as you can imagine, when I'm out in the community, then my supervisors might be wondering, What in the heck is that guy doing.

So I see the daily report as an opportunity to tell them, Here is what I'm doing,
here is the activities, and honestly, here is the
benefit that I'm bringing to our office.

MS. BENITEZ: So the daily reports are a
summary of what each staffer has done for that
day?

WITNESS 3: Well, yeah. That is a lot
easier way to put it. Thank you.

MS. BENITEZ: And so these -- the daily
reports have nothing to do with Representative
Lamborn's personal calendar?

WITNESS 3: Again, I'm not sure what
you're getting at. As far as his personal
calendar, what do you mean by that? What are you
asking exactly?

MS. BENITEZ: Whether or not what you are
reporting on in the daily reports has anything to
do with the Congressman's schedule, or any
meetings that he is attending, or any meeting that
is directly involving the Congressman having to
attend the function.

WITNESS 3: Only when I'm making those
recommendations. So as a communication tool, I
would say, met with so and so. Congressman, this would really be a good outreach for your next district work period.

That's -- I'm not sure what you are getting at, but that is the only way I can see the correlation.

MR. HARPER: And if I could -- Indhira, if I could follow up on that on the calendar.

What is on the screen here, Witness 3, that you have control of. Under the Pikes Peak Regional Air Show, it says Updating Calendar Event. In that particular instance that I am referring to, do you see that?

WITNESS 3: I don't see that.

MR. HARPER: Okay. It is under one -- WITNESS 3: Oh, I do see it now. Thank you.

MR. HARPER: The fourth bullet point says, Updating Calendar Event. So are you aware that the member, in this case Congressman Lamborn, would have the ability to access everybody's calendar to see what they have scheduled that day?
Or if the calendar event that was on there, could see if it was something that he or she, the member, in this case Congressman Lamborn, wanted to do? Is that right?

WITNESS 3: Sure. That would make sense to me.

MR. HARPER: That is it, Indhira. Thank you.

MS. BENITEZ: Vane, thank you. You can go ahead and take the exhibit off the screen.

Annie?

MS. CHO: Hi, Witness 3. To your knowledge, do you know how Mrs. Lamborn accesses her House email address?

WITNESS 3: You know, I really have no idea.

MS. CHO: Okay. Thank you.

MS. BENITEZ: Witness 3, you mentioned a couple minutes ago that Mrs. Lamborn has reached out to you a sometimes for a favor involving Zoom or help with something, and that you have received these calls during work hours. There has been
times where you have received these calls during work hours. Approximately, how often would you say Mrs. Lamborn is reaching out for a personal favor?

WITNESS 3: Here is what I would guess. I would guess it would be a handful of times, five times. Five or less times that I have been asked to do a personal — the other thing I want to mention about that, is when the Congressman is travelling, she's here alone. That is an example I alluded to my wife and I going over there for dinner. I think that was the first time that I said, Look, with the Congressman being out of town, if there is something that comes up, and you are needing some help, I want to be available.

I really don't think she has called upon that. I surely don't feel like she has taken advantage of it. But that is what I offered as a neighbor, as a friend, and I would appreciate that for someone when I'm traveling. A lot of people have done that for my family when I was away. So five times, maybe at the max. Maybe she needed
some help lifting a furniture. If I was going to
give you my personal opinion, I kind of prefer to
take a break from my workday to do something like
that rather than if it was on a weekend or my day
off. To me, it didn't matter what time it was.
If I had a few minutes where I could take a break
and go do something personal to help, then that is
great.

MS. BENITEZ: And had she ever called you
for help with lifting furniture?

WITNESS 3: So moving furniture was on an
occasion of two, and then the Zoom thing that I
described.

MS. BENITEZ: How far is Mr. and Mrs.
Lamborn's home from the office?

WITNESS 3: I'm guessing two and a half
miles. From my house, probably a mile and a half.

MS. BENITEZ: And on the two occasions
where you went to help Mrs. Lamborn move
furniture, approximately how long did that take
you?

WITNESS 3: Ten minutes, maybe.
MS. BENITEZ: Is this something that you have added in your daily reports when you step out of the office?

WITNESS 3: No. It was a personal activity. If you were to come back and show me, Hey, here is a daily report you did, and you turned it in.

Then that would have been a mistake, and I would just acknowledge -- you know, that is not something that I would report as part of my daily activities.

MS. BENITEZ: Why not?

WITNESS 3: Because it was a personal activity.

MS. BENITEZ: Is this something that other staffers shouldn't be reporting?

WITNESS 3: You know what, I can't speak toward other staffers as far as what they are doing. And again, the purpose of that daily report is a communication of, Hey, here is the activities that are happening.

And if they have some reason to
communicating that to others, then it is not as if it is -- what is the right thing? I don't know what others should do. I'm just telling you where I'm coming from on that.

MS. BENITEZ: So you don't know whether it is a requirement or not.

WITNESS 3: It is definitely not a requirement. Otherwise, I would have an email that would tell me that I have to do this.

MS. BENITEZ: Do you know of any other staffers that Mrs. Lamborn may have called if you weren't available to help her with Zoom or furniture or anything related?

WITNESS 3: You know what, I'm not sure of that. Honestly, even if I helped, I would say to the people in the office, Hey, I'm going to take a break. I'll be back in half an hour.

It is not as if I went around telling them that I was the favorite, and that I'm helping Mrs. Lamborn. Nothing of that sort.

MS. BENITEZ: And to clarify, you mentioned that Mrs. Lamborn has reached out to
you, you would say a total of about five times?

WITNESS 3: I think so, yeah. Maybe three
times for a Zoom, and maybe two times to move some
furniture.

MR. HARPER: And Witness 3, if I could
clarify, that is five times in the times that you
have worked there?

THE WITNESS: Yeah. Four and a half
years.

MS. BENITEZ: How are holidays in the
office? Do you and the other staffers buy gifts
for each other for Christmas, or birthdays?

WITNESS 3: We try to avoid the drama of
all of that. What we do instead is a gift
exchange. So at Christmas, we will often do a
gift exchange. For birthdays, people will get
together, and they will have a lunch, or they will
have a cake. Gifts just get so personal and
traumatic trying to figure out what you are going
to get for everybody.

MS. BENITEZ: What is involved in a gift
exchange?
WITNESS 3: So we will buy whatever gift it is. It is wrapped, and people will come and select --

MS. BENITEZ: White Elephant.

WITNESS 3: A very typical White Elephant. That is correct.

MS. BENITEZ: How about for the Congressman?

WITNESS 3: As far as -- rather than everyone else trying to figure out what we are going to do for the Congressman, if someone says, Hey, we can combine, and here is an idea.

Then voluntarily, if we want to participate in that, then we can. But there is no pressure to participate in that.

MS. BENITEZ: Is this done for Christmas and birthdays?

WITNESS 3: You know, it is not even that structured. Certainly for Christmas, but I can't think of anything for birthdays. That is pretty much it. The only other holiday I can think of is March Madness. We have a fun, pick the winners of
your bracket. But it is all very, very, casual.

MS. BENITEZ: Have you ever contributed to
a birthday gift for Representative Lamborn?

WITNESS 3: I believe I have.

MS. BENITEZ: Have you ever contributed a
gift for Mrs. Lamborn?

WITNESS 3: I don't think that I have.

Not that I can recall, no.

MS. BENITEZ: Have you ever participated
in a birthday celebration for the Congressman?

WITNESS 3: Yes. I have.

MS. BENITEZ: Have you ever participated
in one for Mrs. Lamborn?

WITNESS 3: I would say probably because
all of us, as far as us in the district office,
will, occasionally, get together for that kind of
celebration. I don't recall one specifically for
her. As a matter of fact, I can't even remember
when her birthday is. Can you help me as far as
remembering what time of year?

MS. BENITEZ: I actually don't know.

WITNESS 3: Then that is the best I can
do. Honestly, I think she gets embarrassed by
that kind of stuff, so I think -- I would be
surprised if we held one for her because she
doesn't like that kind of personal attention. But
then again, I wouldn't be surprised because we do
it for lots of people.

MS. BENITEZ: Annie?

MS. CHO: Witness 3, do you know who
initiates the process of getting the gift for
Representative Lamborn?

WITNESS 3: Do I know the process?

MS CHO: Yes. Who reaches out to the
staff and says, We should consider getting a gift
for the member.

WITNESS 3: The only one who is fresh in
my mind that I can think of is everyone was kind
of -- this would be my first year, that is why I
was paying closer attention to it. Asking, Hey,
what do we do?

Someone said, Rather than everyone
thinking through your own little thing --

You know, it can become sometimes a
contest -- I was coming new into the office, I
didn't know if it was like a 1-up of who is
getting the best gift.

They said, We avoid all that drama. We
would like to send the Congressman and
Mrs. Lamborn on a special dinner. If anyone would
like to contribute, you can do that.

That is what we did. I contributed $10 or
something like that.

MS CHO: So who initiates that
conversation?

WITNESS 3: That conversation was led by
the district director. So Dale Anderson was the
one who -- as the district director at that point
just said -- you know what, in this part, it might
have been me initiating it at a staff meeting and
asking the question and saying, Hey, I'm the new
guy. What do we do for this?

And then they say, Okay. Here we are
going to do the gift exchange, and we are going to
combine together.

To say that Dale initiated it -- the
district director initiated it, he is the only one who had a background to give me more information. It could have been me initiating it, because I was the new guy and wondering how these things work.

MS. CHO: Did anyone else express to you not wanting to contribute?

WITNESS 3: If anyone wasn't able to contribute or didn't want to contribute, no one had to contribute.

MS. BENITEZ: Do you remember anyone vocal --

WITNESS 3: Was there anyone specific opting out? I know I opted out of at least one. There was a staff pool where -- you know, there is some staff pools for some other things. Sounds silly, but right now we have a taco Tuesday pool. Whoever has cash, throws it in. And I will confess to you that I often opt out of that one. But other opting out, I'm really not aware of.

MS. BENITEZ: Have you ever opted out of a gift for the Congressman?

WITNESS 3: I don't believe I have. On
the other hand, I get absentminded, and I may have missed it. You know what, I think one year I wanted to contribute something. As a matter of fact, I just wanted to contribute a little bit more, and one of the district directors refused my payment. So I may not have had a share in that year. I'm sorry that I can't be more specific about it because honestly, I just don't even think about it. It is just not that big of a deal.

MS. BENITEZ: Did the district director or Dale or anyone else for that matter ever plan to gift any other staffer for their birthday? Kind of how they did with Representative Lamborn.

WITNESS 3: Yeah. So there would be some pools for things like that too, but it's just to haphazard. It is not as if there is a big structured plan. But yeah, people have pooled together to do some other nice things for someone on their birthday. They might have even got me a -- you know, they don't pool for a gift. They know my favorite thing is a cheesecake. They will get together and do a cheesecake for me.
MS. BENITEZ: Have you ever participated in a pool for a gift for another staffer?

WITNESS 3: I have. But I can't think of what it is. Again, let me think of another staff party that we did. You know, I can't think of it right off the top of my head. I think there was a time that we wanted to do something special for a former district director. Not sure why his name just escaped my mind. But everyone wanted to do something special. He had been under a lot of the pressure, so we threw in money, got a lunch, and got a cake, and had a gift. I definitely remember doing that.

MS. BENITEZ: Were you ever present for any celebrations for the Congressman's children or extended family members?

WITNESS 3: Yeah. The one that I can remember. It -- for instance, there was a Christmas celebration that I was talking about. It was off-site, off-hours, and the children participated in that. I consider that a blessing be able to get to know some of their out-of-town
children who I hadn't known.

    There was another that was held at the
district office, I can't remember if it was even
planned any special way. But I know that the
Congressman's daughter-in-law and grandbaby was
there. So for me it was cool to get to know the
grandbaby a little bit.

    MS. BENITEZ: Why was the daughter-in-law
there? Who was the celebration for?

WITNESS 3: You know, I think -- I don't
know if that was a birthday. I think we were also
happy that she had just gotten her citizenship, so
it was part of the birthday/citizenship/we're
getting to know you "party."

    MS. BENITEZ: Are these parties common for
constituents? Do staffers throw parties when
other constituents become citizens or have
birthdays?

WITNESS 3: We had some significant
celebrations for other constituents who have
received citizenship, or a purple heart. Those
are more official. We just had a purple heart
celebration for a constituent. That was a big
deal for Carson. This one was more of a family,
personal interaction. So it certainly didn't come
to that level of the big deal that we make out of
some of the constituent acknowledgements.

MS. BENITEZ: So apart from
acknowledgements like the purple heart, has there
ever been a celebration at the office, or a party
for a constituent?

WITNESS 3: Sure. Work party is not the
right word. We have a congressional record that
we give them, so it is a formal occasion, pictures
are being taken. It is not a party like what
you're describing. The party that we are talking
about, there was no congressional record, there
was nothing official, there was no public
statement. It was just family members getting to
know staff members. In the same way that if my
child comes from college and is in town, she'll
stop by. And it is not an official party, but you
know, everyone is coming to the conference room.
And they are all interacting with someone who is
special to us because they are a family member of
our team.

        MS. BENITEZ: And that kind of
4    celebration, is that something that is regularly
5    performed for other constituents?
6
7    WITNESS 3: I would consider that. For
8    sure, yeah.
9
10    So is in the office,
11    and she may have a sister that is coming by.
12    Everyone comes out and gets to know her and happy
13    to meet her sister. She brings her mom.
14
15    For me, if my children are coming out of
town, everyone is going to come by and say hi. Or
16    one time, you know, I had a special surprise with
17    a family member. They totally surprised me,
18    shocked me, and everyone just gathered around. It
19    was that kind of environment. It was festive,
20    nothing planned.
21
22    MS. BENITEZ: How many times has a
23    celebration like that happened for a constituent
24    that was not related to a staffer?
25
26    WITNESS 3: A handful.
MS. BENITEZ: And that no one had any relation to?

WITNESS 3: If no one had any relation, a handful. So again, we're going back to a purple heart or --

MS. BENITEZ: No. No purple hearts or certificates. Celebrations similar to the one you are having with the Congressman's daughter-in-law and for --

WITNESS 3: We would never do that because it is not a professional -- this was a personal, social group. We are far more careful and professional if it is a constituent because you set a precedent. You have to do one for every constituent that comes in.

MS. BENITEZ: And going back, circling back to -- we mentioned what your position was currently in the Congressman's office, who do you report to?

WITNESS 3: My direct report is to the district office or to the district director. Whoever that district director is. Currently,
that is to the Chief of Staff, who is Dale
Anderson.

MS. BENITEZ: Okay. Witness 3, I'm going
to hop off camera just to go over my notes really
quickly, so we can wrap up. I am going to make
sure that I have touched base on everything. So
you can take a break.

We can go off the record.

(Whereupon, a recess was taken.)

MS. BENITEZ: Okay. Just a couple of last
questions, and then we can wrap up.

Earlier you mentioned the daily reports
are meant for your supervisor to kind of keep
abreast of what you are doing to anyone who is
interested.

Do you consider Mrs. Lamborn your
supervisor?

WITNESS 3: Absolutely not. Definitely an
interested party.

MS. BENITEZ: Would staffers be allowed to
send the daily reports to constituents? For
example, if constituents called and asked and
wanted to know what was happening in the office.

WITNESS 3: You know what, I don't see any prohibition toward that. I don't know any prohibition of that. I haven't been instructed that it is prohibited to convey it to staff or other constituents. I know that I have shared mine with other constituents. They will say, Hey, what do you do?

So I would pull it out and say, Here are the kinds of things that I'm involved in.

MS. BENITEZ: Annie, do you have any more questions?

MS. CHO: No. I think I'm good.

MR. HARPER: Indhira, I didn't want to cut you off. If you had other questions, I can wait. I want to make sure you were -- to where I could ask a couple follow-ups.

MS. BENITEZ: I do not have further questions.

MR. HARPER: Witness 3, just a couple of follow ups, if I may.

On the daily reports, as far as yours are
concerned, you might not be privy to all of them.

Do you ever put anything in there that is confidential or discloses personal information on anyone?

WITNESS 3: I can't think of any scenario that it would be something confidential. I can't think of any situation that I put something confidential.

MR. HARPER: All right. As far as the personal things on those five occasions that you were asked to do personal things for Mrs. Lamborn, none of that was ever done on official time; right? You took a personal break or after work? Would that be fair to say?

WITNESS 3: That is correct.

MR. HARPER: And then, one other question, when it comes to Lamborn's daughter-in-law that had gained her citizenship. I assume, most of the time, when you have a constituent that goes through the naturalization process, that is a really big deal, is it not?

WITNESS 3: Yeah. We are happy for
everyone. I can't think of other scenarios, but we had other people who gain their citizenship, and it is a happy occasion. In this case, this was just family celebration, man. From my perspective, I can't really remember if it was more of a birthday event, or if was a come up, her naturalization, or her citizenship. It felt like more of a family birthday party to me than anything.

MR. HARPER: So a lot of happy folks at that one.

WITNESS 3: For sure. We were more happy about the grandbaby that was there. We all got to interact with the grandchild that was there. It was a lot of fun.

MR. HARPER: And it is not unusual for staff, like you said whether it is a child of yours or somebody related to one of the other staffers to come by and say hello. That is not an unusual occurrence; correct?

WITNESS 3: That is correct. It is not unusual.
MR. HARPER: All right. And when you did a naturalization process, I assume that Congressman Lamborn would do a certificate of congratulations on that on occasion that would go to those constituents?

WITNESS 3: So if it was a more formal constituent thing, then it would be a congressional record or a certificate or something. To my knowledge, none of that was done on this. This was truly a happy, family occasion.

MR. HARPER: So actually, in that case, the daughter-in-law perhaps received less than what someone else would receive in a formal setting. Would that be proper?

WITNESS 3: That would be true. There was certainly no documented -- I didn't know of any kind of documented congressional record, and usually, I am part of helping prepare those. We have done a lot of congressional records, and may or may not have been inappropriate for a Congressman to do that for a family member, but this was not that. This was just a happy, family
occasion. We were all there, had some cake. As I recall, I think we ended up eating hot dogs and apple pie. Something that was kind of an American theme.

MR. HARPER: Thanks, Witness 3.

MR. HARPER: Indhira, that is all the questions I have.

MS. BENITEZ: I do not have any.

Actually, one follow-up question on one of Greg's questions for you.

When you performed these errands for Mrs. Lamborn, she was calling you during work hours; correct?

WITNESS 3: It depended. It wasn't always during work hours.

MS. BENITEZ: Was it sometimes during work hours?

WITNESS 3: So there was a couple of occasions that it was during work hours. And then there were a couple other occasion where it would be on my day off or on a weekend or an evening.

It varied.
MS. BENITEZ: Out of those five times that you mentioned where you helped with Zoom and moving furniture, you stated that the two times you helped with furniture, it was during the workday and you would be happy to --

WITNESS 3: One was during the workday, and one was on the day that I was off. One day, I was off, and I was able to go in gym clothes. I had just came from the gym, and so I had gym clothes, and I could move some furniture for her. The other time she needed some furniture moved, I was dressed for work. I took a break from work. I actually -- I mean, it was so light that I just stayed in my work clothes and put something up on a truck for her.

MRS. BENITEZ: And how about the other three occasions?

WITNESS 3: For the Zoom, one, for sure, would have been the evening when she was trying to set something up on an evening call.

One, for sure, she came to the office, which I was grateful for because it saved me a
trip of going somewhere else. She said, Hey, I
need some help for Zoom. Can I stop by the office
for convenience for you?

So that is one that was definitely during
the workday. And then the other, I can't even --
those are the only four occasions that I can
really remember.

MS. BENITEZ: I have no further questions.
We can go ahead and hop off the record.

(Off the record at 12:22 p.m.)