BY MS. EISNER:

Q    Did you hear about him spending time in the office at a later point in time?
A    Not that I can recall. But I know that he wasn't there when I was there. But I did see him out at some events -- I don't know in what capacity -- after I had left the office.

Q    What types of events did you see him at?
A    I couldn't tell you if it was a ribbon-cutting or a ground-breaking. I don't know.

Q    Okay. And you said you'd met him a few times. When was the first time that you met him?
A    At some point during my time in the Congressman's office. I can't tell you where or when, other than I may have just, you know -- the Congressman you know, whether at his house or at some point, he said, "Yeah, hey, this is my brother." That would have been about it.

Q    Okay. What do you know about his background?
A    That's a good question. I don't.
Q    That's you don't know, or --
A    Yeah.
Q    -- you're trying to think about it?
A    I'm sorry. No, I don't know what his background is.
Q    When you -- you know, you mentioned to us some canvassing or, you know, a few things that perhaps you had some awareness of. Did you ever observe Kyle Palazzo performing any campaign-related work?
A    Not that I can recall during my time there.
BY MR. BROWN:
Q    But you said after your time there, you saw him at a couple events. Is it fair to say that these were events that Congressman Palazzo was campaigning at? Or would these have been official events that the Congressman was there for? You know, was the Congressman there in an official capacity?
A    I couldn't tell you that. I don't recall what type of event it was.
Q    Roughly how many times had you seen Kyle Palazzo out with the Congressman or at events?
A    When? After I left?
Q    Yeah. It sounds to me like maybe you hadn't seen him doing that sort of thing before --
    while you were in the office.

    So after you left, you said you'd seen him a couple times. I'm just trying to gather, is that, you know, less than a half dozen? Is it, you know, ten or more?
A    Oh yeah, it would have been less than a half dozen. Because I'm not out as much in public events and doing things like that.

MR. BROWN: Helen, do you want to move on to the campaign?
MS. EISNER: Yeah.

BY MS. EISNER:
Q    So what was your impression -- specifically focusing on the sort of 2018 election season, to the extent that you have knowledge about that -- what was your impression of the competitiveness of that election? The primary
1 election in 2018?
A    You mean -- as far as "competitive," can you elaborate just a little bit?
Q    Yeah. You know, based on what you observed and heard, how competitive did the campaign feel at the election? Again, talking about the primary election.
A    I think it would be as competitive as any other election if you have an opponent, running unopposed, or you're running (indiscernible).
Q    Okay. And, you know, just looking at the returns, the Congressman did win that primary by a substantial margin. Was that something that was uncertain?
A    I don't think you ever take anything for granted in an election. But I don't -- I stick with what I said. I don't think there's anything you take for certain in an election.
Q    Was there anything about 2018 that was distinct from prior election seasons that you had observed?
A    Nothing that I can recall that was any
different than any of the other elections.

Q    Okay.

BY MR. BROWN:

Q    And again, what was the extent of your
participation on the 2018 campaign, be that primary
or otherwise?

A    The only thing that I would have, in
2018, would have been putting out signs the night
before the election -- in a voluntary -- of course,
it's after 5:00.

Q    Were you ever asked specifically to do
campaign work on behalf of the Congressman?

A    No. I expressed that I really was not
into the campaign side at that time.

Q    Did you ever feel like you had to go out
and do campaign work?

A    No.

Q    Did you ever witness anybody in the
office being -- you know, it indicated to them that
they needed to do campaign work?

A    Not that I can recall.

Q    Did you ever feel pressured to do
campaign work?
   A    No.
   Q    Did you ever see anybody else being
7     pressured to do campaign work?
6     A    No.
5     Q    Did you ever hear about individuals
4     feeling like they were pressured to do campaign
3     work?
2     A    No.
1     Q    Just generally, you know, how was the
10     campaign -- how was the Congressman's campaign
9     structured? Were people from the official office
8     doing a lot of volunteer work for the Congressman?
7     Or did he have a separate campaign arm that was
6     doing much of the work in Mississippi?
5     A    I can't recall which cycles had -- you
4     know, all external or some staff that took leave to
3     go help. It varied, cycle for cycle.
2     Q    So official staff would volunteer. Can
1     you recall any more details about who was
21     volunteering?
22     A    Near the beginning -- I know during one
election cycle, one person I can remember was
Jeffrey Runnels took a leave of absence and did
some. Like I said, I'm not sure who all was
volunteering or went over to the campaign side to
do things.

Q  Do you know where the Congressman lived?
A  Say that again?
Q  Do you know where the Congressman lived
in Mississippi?
A  I believe somewhere in Gulfport.
Q  Sorry, can you repeat that?
A  I believe in Gulfport.
Q  Okay. Why do you say you believe?
A  Because that's where I would pick him up
to go to events most of the time.
Q  Okay. And was that -- go ahead, sorry.
A  No, like I said, if that's where he was
at, that was most of the time where I would pick
him up.
Q  Is that a property on [redacted]?
A  Sounds right.
Q  Okay. Would you pick him up at other
places?

A Usually, other than the office, that would be the home that I would pick him up from.

Q And did you understand that to be his home or somebody else's home?

A That, I don't know.

Q And why do you say that?

A I know that he had gone through a divorce, and so I don't know whose house -- whether it was his or his parents, I don't know. I don't know who owned it. I was not privy to those personal things that happened during that.

Q Did you ever pick him up at the River House?

A No.

Q Did you ever witness or did you ever hear of the Congressman staying in the District office?

A In the District? No.

Q Was there a sleeper sofa in the District office?

A No.

Q Do you keep up with anybody from the
Congressman's office -- since you've left. Let me clarify that. Since you've left, do you maintain, you know, a relationship with anybody outside of the office? Did you remain friendly with anybody? Do you still keep up with folks from the office?

A I wouldn't call any of it a friendship or where you call and talk to them. Normally if there's an issue that I'm dealing with that would deal with something on the federal level, I'll usually call and talk to them and -- you know, if the office can help, if there's a federal issue we're working on.

Q Who's usually your primary point of contact if you need to reach out to the Congressman's office?

A That could either be his chief of staff, his district director, or his new field director -- which is Stephen, Michele, or Hunter.

Q Okay. You mentioned that you've worked alongside Lela Bremen. How did you come to work alongside her?

A I mean, she was hired to be a constituent
liaison.

Q    Okay. How much overlap did you guys have while you were -- while you were both in the office? I gather she started some time before you left. I'm just trying to gather how much of an overlap you had in the office.

A    The only time that I would ever interact with a congressional liaison would be if I was out in the field and came across someone who needed some type of assistance. Then I would relay that to one of them, depending on what it specifically dealt with.

Q    Did you have interactions with Lela along those lines?

A    If it dealt with veteran matters, yes.

Q    And what were your opinions of her, and the work that she did, and your interactions?

A    I know there were some days that she would miss a lot of work or not be there. But if I did have an issue, I'd give it to her. And if it wasn't getting followed up with or done, that would not be on me. That would be whoever's the casework
manager to tell whether they were or weren't doing
their casework.

Q  What were folks' general impressions of
her and the work that she did in the office?

A  I think she was passionate about her
veterans.

Q  What do you mean by that?

A  She wanted to help them, enjoyed doing
what she was doing to help the veterans.

Q  Did it seem like -- was it your
impression that she was doing good work on behalf
of them?

A  Like I said, I didn't watch how many
cases she had open or closed or how efficiently --
so I couldn't tell you if she was a good worker or
not, because I wasn't in the office during that
time.

I mean, like I said, other than just
handing off a case to her or Jessica or any other
caseworker, for that matter, depending on where it
was in the District.

MR. BROWN: Helen, did you have any more
questions there?

MS. EISNER: Yeah.

BY MS. EISNER:

Q What about -- and, I mean, that's very helpful. What about in talking to other staffers in the office at the same time. You know, what was their impression of Lela?

A I tried not to engage in that type of conversation. That's going to be someone who's in a management role and a supervisory role. So I didn't really get into any details about how someone was working or not working.

Q Did you overhear conversations about that?

A No. That would have been probably a closed-door conversation, if there were personnel issues.

Q Was your impression that she was well-liked, outside of personnel issues or the quality of her work -- just if she was a well-liked coworker?

A I assume, yes.
BY MR. BROWN:

Q  How about Jessica Vera? Did you work alongside her?

A  That would have been the same capacity as Lela. If there was a case that got brought up, I would bring it to her.

Q  And again, what's your sort of general opinion of the work that she did?

A  It would be the same. I know they cared about the folks that they handled cases for. But as far as whether they were efficient or how they worked -- I wasn't their supervisor, so I didn't track their stats or progress or any of that.

Q  And how about with respect to, you know, other folks' opinions of her in the office? Did she seem to be a well-liked employee?

A  I assume.

Q  You assume because you just -- you don't have much knowledge of that?

A  Like I said, not being in the office, I really didn't get to see the interactions that they were having day to day, all day long.
Q        Were you aware of any, like, personnel
issues with Jessica or reasons why folks in the
office wouldn't get along with her or wouldn't
trust her?

A       Not to my knowledge.

Q        What's your awareness of why she left the
office?

A       I don't know.

Q        All right. But she was -- she did leave
the office while you were there?

A       I don't believe so, but I can't recall.
I don't remember if she left after I did or before.

But I don't know why she left.

Q        Would you have any reason to, you know,
question her trustworthiness or her truthfulness?
Did she ever give you a reason to do that?

A       I couldn't give you an accurate yes or no
answer on that. Because like I said, other than
handing off cases, I didn't have too much
interaction with those guys.

Q        Okay. When you left the office, did you
receive a severance payment?
A No.

Q Okay. When you left the office, did you have to sign any documentation?

A Not that I recall. I just gave my notice to the Congressman verbally, and he accepted and understood I had got a better opportunity.

Q And again, do you remember the last -- your last day in the office? What the date was?

A It was March or the beginning of April of that 2018 year, but I don't know the physical day.

Q Were you -- how did you receive -- let me rephrase that. After you left the office, did you receive any additional payments from the Congressman's office?

A No.

Q You didn't get -- did you get paid out for your accrued vacation leave?

A No. I don't know if I had any leave at the time. I may have taken the leave as part of my last week. I'm not sure.

Q So just to be clear, you didn't receive any payments after you left the office -- you
didn't receive any further paychecks or amounts of money after you left the Congressman's office?

A No. I would have received my last check, just like any other check every month.

Q Okay. And that was for the same amount -- that was for whatever amount you had worked during the previous month?

A Yeah.

Q Okay. Did you have to sign any sort of nondisclosure agreements when you started with the Congressman?

A I don't recall.

Q Okay. Do you recall ever having to sign anything about confidentiality or anything along those lines?

A I mean, I think so in our policy manual. You know --

Q Does anything specific come to mind?

A Nothing other than just usually the typical, you know, handbook that was done. It may have been done twice during the time we were there -- updated once, and we signed acknowledgment of
it.

Q Do you know if other individuals had to sign nondisclosure agreements when they started with the Congressman?
A I'm not sure.

Q Would you have any insight into that?
A No. I didn't do any of the hiring process.

MR. BROWN: Helen, did you have anything else on any of this?

BY MS. EISNER:

Q When you left the office, did anyone remind you of confidentiality rules that might apply to you?
A I think it's just knowing that you keep your casework and things that were confidential -- you know, case-wise or whatever -- confidential.

BY MR. BROWN:

Q Did you ever attend a staff retreat?
A I know we went to D.C. for a -- I don't know if it was a retreat. It was more of a meeting.
Q    Did you ever attend any retreat in Mississippi -- an overnight retreat in Mississippi?
A    No, no overnight retreats that I can recall.
Q    How about, like, a two-day retreat where you may not necessarily have stayed overnight but there was a -- somebody was flown down from D.C. to do some team-building exercises?
A    I can't say 100-percent sure, but I do know that we did some different team-building things.
Q    And they were on-site or off-site?
A    That's a good question. I don't recall.
MR. BROWN: Helen, did you have anything else?
BY MS. EISNER:
Q    What was the -- if you could, just briefly -- what was the culture in the office as far as -- I know you've given us a little bit of insight into your relationship with other people. But peoples' relationships outside of work?
A    So are you talking how did they interact?
Like, were people friends outside of work? I'm not sure what you --

Q   Yes. Yes, the sort of -- was it a social office? You know, that's what I'm asking about when I'm asking about culture.

A   Yeah, there were some times you would gather with a few coworkers, either to socialize or go to a baseball game or something like that. But not all the time, not frequently.

Q   And were there particular individuals in the office who you felt spent more time with each other outside of work hours?

A   Not that I can recall who would have had really good personal relationships with each other outside.

BY MR. BROWN:

Q   We've covered a lot of ground, and I realize we're getting close to the time that I understand you have to jump off here. I guess in closing, just a couple more questions.

     Again, we've touched on a variety of topics. Is there anything that we didn't
specifically ask you about that you expected we
would talk about today?

A  No.

Q  Did you talk with anybody about this
interview in anticipation of the interview?

A  Not that I recall, other than my spouse.

Q  Okay. Did you talk to anybody in the
Congressional Office or on the campaign side of
things?

A  No. I haven't talked to any of their
staff or campaign staff.

MR. BROWN: Okay. Helen, anything else?

BY MS. EISNER:

Q  And that includes the Congressman?

A  Yes.

Q  That's all I have. You know, I guess I
would just ask -- is there anything else that you
think we should know based on the questions we
asked today?

A  Not that I know of.

MS. EISNER: Okay.

MR. BROWN: Well, with that, I think we
will end the transcription and thank you for your time.

(Off the record at 10:55 a.m.)
ACKNOWLEDGMENT OF DEPONENT

I, FORMER STAFFER C, do hereby acknowledge that I have read and examined the foregoing testimony, and the same is a true, correct, and complete transcription of the testimony given by me, and any corrections appear on the attached errata sheet signed by me.

_________________________  __________________________
(DATE)                    (SIGNATURE)
CERTIFICATE OF DIGITAL REPORTER - NOTARY PUBLIC

I, Emily G. Colkitt, Professional Digital Reporter and Notary Public, the officer before whom the foregoing deposition was taken, do hereby certify that the foregoing transcript is a true and correct record of the testimony given; that said testimony was taken by me digitally and thereafter reduced to typewriting by me; that reading and signing was not requested; and that I am neither counsel for, nor related to, nor employed by any of the parties to this case and have no interest, financial or otherwise, in its outcome.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my notarial seal this 11th of August 2020.

My commission expires February 20, 2024.

__________________

NOTARY PUBLIC IN AND FOR

THE STATE OF MARYLAND
CONFIDENTIAL

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

ERRATA SHEET

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This errata sheet is submitted subject to 18 U.S.C. § 1001 (commonly known as the False Statements Act).

Witness Name: [Redacted]

Witness Signature: [Redacted]

Date: 8-14-2020
EXHIBIT 103
Statement

Capitol Hill Club
300 First Street, S.E.
Washington, D.C. 20003

Hon. Steven Palazzo
970 Tommy Munro Drive, Suite D
Biloxi, MS 39532

Membership Type: N01-Non Res--January

Statement Date: 07/31/2018

Balance Due: $254.81

Amount Enclosed: $1,831.16

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Club closed for Vacation 8/20 through 9/3. Reopen 7AM Tuesday, 9/4. Enjoy the recess!

This bill is payable upon receipt. For members with credit cards on file, payments will be processed on August 15th. Please remember to include your member number on all payments. You may also visit www.capitolhillclub.org to pay your bill and/or view your account activity.

Page 1 of 1
PERS-913 is the BUPERS code responsible for processing Enlisted Waiver Packages (EWP) submitted by Navy Reserve Recruiting Command for personnel requesting to affiliate with the Navy Reserve.

**FAQ**

- **Q:** I received an RE-4 code when I separated from active duty, can I still join the Selected Reserve?

- **A:** PERS 913 adjudicates RE-4 waivers on a case by case basis. An RE-4 reenlistment code simply means that a BUPERS waiver is required prior to approving an enlistment to join the SELRES. Waivers may be obtained by submitting a request to PERS-913 via the [Navy Reserve Recruiting Command](#).

---

**Lela B. Bremen**  
**Wounded Warrior Fellow**  
Phone: (228) 864-7670  
Fax: (228) 864-3099  
970 Tommy Munro Drive  
Biloxi, MS 39532
EXHIBIT 105
Subject: RE: Scanned image from US Congressman Palazzo
Date: Thursday, January 10, 2019 at 4:40:53 PM Central Standard Time
From: Z112 Palazzo, Steven
To: Bremen, Lela

Got it. Thank you.

-----Original Message-----
From: Bremen, Lela <>
Sent: Thursday, January 10, 2019 5:19 PM
To: Z112 Palazzo, Steven <>
Subject: FW: Scanned image from US Congressman Palazzo

Here is the PRF
Awesome! Thank you, I am happy to be back!

From: Kyle Palazzo [kpalazzo@palazzo.house.gov]
Sent: Friday, November 09, 2018 11:39 AM
To: Bremen, Lela
Subject: Re: Back in the office

Excellent, I’ll stop by soon. Glad you’re back.

On Fri, Nov 9, 2018 at 11:36 AM Bremen, Lela <lbremen@bremenforwoundedwarrior.org> wrote:

Kyle,

I am back in the office now and able to assist you with getting everything taken care of if you have the documents gathered.

Thank you,

Lela B. Bremen
Wounded Warrior Fellow
Phone: (228) 864-7670
Fax: (228) 864-3099
970 Tommy Munro Drive
Biloxi, MS 39532
Subject: RE: CONSTITUENT KYLE PALAZZO
Date:     Friday, December 7, 2018 at 4:46:19 PM Central Standard Time
From:    Ingram, Artrilisicia M YN2 NPC, LEGISLATION Pers-00L
To:      Bremen, Lela

Thanks for the clarification. Have a great weekend!

Very Respectfully,
YN2(AW) Artyy Ingram
Congressional Affairs
Navy Personnel Command (PERS-00L)

"Good leadership sets their Sailors up for success and takes a genuine interest in the growth and development of their Sailors. There isn't anything that a well-led Sailor will not do for our Navy and our Country." - MCPON Joe Campa Jr.

-----Original Message-----
From: Bremen, Lela < >
Sent: Friday, December 7, 2018 4:44 PM
To: Ingram, Artrilisicia M YN2 NPC, LEGISLATION Pers-00L < >
Subject: [Non-DoD Source] RE: CONSTITUENT KYLE PALAZZO

Sorry, we are only requesting his records right now. I apologize about the confusion.

Thank you,

V/R

Lela B. Bremen
Wounded Warrior Fellow
Phone: (228) 864-7670
Fax: (228) 864-3099
970 Tommy Munro Drive
Biloxi, MS 39532
From: Ingram, Artrilisicia M YN2 NPC, LEGISLATION Pers-00L
Sent: Friday, December 07, 2018 4:42 PM
To: Bremen, Lela
Subject: CONSTITUENT KYLE PALAZZO

Good Afternoon,

We received an inquiry in our office for Constituent Kyle Palazzo requesting a correction to his DD Form 214 and also requesting his Official Military Personnel File. Do you know what correction he needs made to his DD Form 214?

Very Respectfully,

YN2(AW) Artyy Ingram
Congressional Affairs
Navy Personnel Command (PERS-00L)

"Good leadership sets their Sailors up for success and takes a genuine interest in the growth and development of their Sailors. There isn’t anything that a well-led Sailor will not do for our Navy and our Country." - MCPON Joe Campa Jr.
EXHIBIT 108
Subject: Re: KP RE Code  
Date: Wednesday, January 23, 2019 at 7:42:20 PM Central Standard Time  
From: Bremen, Lela  
To: Z112 Palazzo, Steven

DD149 is the best route to go. I was researching to see if we could argue that he should have been separated under an Entry level separation rather than the erroneous. Even though he was under 160 days of service he did not meet all the elements for an entry level discharge. I’ve been encouraging KP to gather documents for several months and so far I have nothing to work with. I can help fill out the DD149. KP said he will provide me an update by end of the week of where we are on gathering the evidence needed to submit with the request. Are you planning on writing a personal letter as well to add to the packet?

Sent from my iPhone

On Jan 23, 2019, at 12:13 PM, Z112 Palazzo, Steven  wrote:

What were your thoughts on the letter for the US of the Navy for Manpower?  Which route do you believe you will take?

SMP
Patrick,

As discussed, I've attached the e-copy of the letter from today. The package we left with Rep. Palazzo should also have the forms that were referenced in the letter.

Let me know if you need anything else, or want to talk.

Also, best of luck with #2 on the way!!!

R/Rusty

Matthew "Rusty" English
LCDR, MSC, USN
Congressional Liaison OASN FM&C (FMBE)
1000 Navy Pentagon (4D355)
Washington, DC 20350-1000
Email: matthew.r.english
Office: 703.692.6734
Cell: 

---Original Message---
From: Large, Patrick
Sent: Wednesday, January 9, 2019 3:46 PM
To: English, Matthew R LCDR OASN(FM&C), FMBE; Churchwell, Leslie
Subject: RE: [Non-DoD Source] ASAP request

Leslie and Rusty,

Connecting our scheduling arm (Leslie) to work on getting a meeting together with the Congressman for next week with the Assistant Secretary of the Navy Slavonic.

Patrick M. Large
Deputy Chief of Staff
Office of Congressman Steven Palazzo
Mississippi’s 4th District
Phone 202-225-5772
Fax 202-225-7074
January 9, 2019

The Honorable Steven Palazzo  
Member, United States House of Representatives  
2349 Rayburn House Office Building  
Washington DC 20515

Dear Representative Palazzo:

Thank you for your recent inquiry regarding the upgrade of reenlistment (RE) codes.

10 U.S.C. § 1552 provides that the Secretary of the Navy, acting through the Board for Correction of Naval Records (BCNR), may "correct an error or remove an injustice" in a Naval record upon petition by the current or former service member. If your constituent believes there was an error or injustice in the assignment of his or her RE code, he or she may petition the BCNR to correct his or her record. The current or former service member may petition the BCNR directly by returning the enclosed DD Form 149, along with any supporting documentation, via email: BCNR_Application [redacted] or by mailing the documents to Board for Correction of Naval Records, 701 S. Courthouse Road, Suite 1001, Arlington, VA 22204-2490. BCNR also accepts applications via fax: 703-604-3437 Attn: BCNR Applications. Your constituent is welcome to visit the BCNR’s website for additional information: http://www.secnav.navy.mil/mra/bcnr/Pages/home.aspx 10 U.S.C. § 1552(b) also requires that any petition to the BCNR be made within three years after discovering the alleged error or injustice, but this may be waived in the interest of justice. Accordingly, if your constituent discovered, or should have been aware of, an error or injustice that occurred more than three years ago, he or she must explain why the BCNR should consider the application in Block 8(b) of the DD Form 149.

Naval Discharge Review Board (NDRB) is also authorized to change a former service member’s RE code but in far more limited circumstances. NDRB may change an RE code only if the RE code change is related to an accompanying change in discharge characterization or narrative. For example, if a former Sailor or Marine has applied to NDRB for an upgrade from a General (under Honorable conditions) characterization of service to an Honorable characterization of service, and if the characterization of service upgrade warrants a change in the correlating RE code, NDRB may upgrade the RE code. However, NDRB may only change an RE code so long as the RE code relates to an accompanying change in discharge characterization or narrative. NDRB’s authority to change an RE code is strictly limited to those cases where an applicant’s narrative reason or characterization of discharge is changed, and that change warrants revision of the
previously issued reenlistment code. Your constituent may petition the NDRB directly by returning the enclosed DD Form 293, along with any supporting documentation, via email: ndrb@secnav.navy.mil or by mailing the documents to Secretary of the Navy, Council of Review Boards, ATTN: Naval Discharge Review Board, 720 Kennan Ave SE Suite 309, Washington Navy Yard, DC 20374-5023. NDRB also accepts applications via fax: 202-685-6577. Your constituent is welcome to visit NDRB’s website for additional information: http://www.secnav.navy.mil/mra/CORB/pages/ndrb/default.aspx

If neither BCNR or NDRB provide the requested relief, the former Sailor or Marine may still seek to reenlist with an RE code of 4 and the prospective Service may or may not grant the waiver.

If you require further assistance in this matter, please contact Commander Amanda Myers, Special Assistant for Military Law, Office of the Assistant Secretary of the Navy (Manpower and Reserve Affairs), at amanda.myers@navy.mil or via email at amanda.myers@navy.mil

Sincerely,

Gregory J. Slavonic
EXHIBIT 110
Had a very productive discussion last week with the Assistant Secretary of the Navy for Manpower and Reserve Affairs, Gregory J. Slavonic.

Slavonic is responsible for all of the Navy's manpower and reserve component affairs. He spent 34 years serving in the Navy/Navy Reserve and retired as a Rear Admiral.
EXHIBIT 111
January 15, 2019

The Honorable Mr. Gregory Slavonic  
Assistant Secretary of the Navy (Manpower and Reserve Affairs)  
1000 Navy Pentagon  
Washington DC, 20350-1000

Dear Assistant Secretary:

Thank you for visiting my office. I was a pleasure meet with you and discuss the Navy's Manpower and Reserve Affairs. The Navy's mission is integral to the security of this nation and I thank you, for all you do on behalf of the American people.

It was a pleasure to speak with you. Please do not hesitate to contact me if I can be of assistance in any way. Thanks again.

Best wishes for a wonderful year!

Sincerely,

Steven M. Palazzo  
Member of Congress
EXHIBIT 112
Assistant Secretary of the Navy (Manpower and Reserve Affairs)
6/11/2018 - Present
Gregory J. Slavonic

Gregory J. Slavonic was sworn in as the 19th Assistant Secretary of the Navy for Manpower and Reserve Affairs on June 11, 2018. He is responsible for the overall supervision and oversight of manpower and reserve component affairs of the Department of the Navy, including the development of programs and policy related to military personnel (active, reserve, retired), their family members, and the civilian workforce; the tracking of the contractor workforce; and, the oversight of Human Resources systems within the Department.

Mr. Slavonic most recently served as Chief of Staff for U.S. Senator James Lankford (R-OK) and was his last chief when he was a member of the U.S. House of Representatives.

Prior to his service on the Hill, he was a senior leader at the Computer Sciences Corporation where he planned and executed several nationwide U.S. Navy community outreach engagements. For the past 35 years, Mr. Slavonic has held various civilian senior level positions in the communications industry and held positions with broadcasting and print organizations. He was also president of Flagbridge Strategic Communications, a consulting company focused on strategic communications and leadership development programs. He has written two books on leadership development and co-authored a book on American Olympian Jim Thorpe.
EXHIBIT 113
Should the inquiry come from the office or should he submit it himself?

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From: Z112 Palazzo, Steven  
Sent: Wednesday, January 23, 2019 8:29 PM  
To: Bremen, Lela  
Subject: Re: KP RE Code

Thank you.

Sent from my iPhone

On Jan 23, 2019, at 2:10 PM, Bremen, Lela wrote:

Navy wouldn’t require a request for RE code. Just a request for waiver. I sent that language to KP a few weeks ago. I have been doing research on the regulation as to the type of discharge that he received. Based on the email from Sec. of Navy it seems they would not just raise the RE code. I am reading the Navy regulation to see if we can prove that the type of discharge was “unjust.” I have asked a few JAG lawyers if they have any insight, without names just generic scenario. More to follow.

Sent from my iPhone

On Jan 23, 2019, at 12:13 PM, Z112 Palazzo, Steven wrote:

What were your thoughts on the letter for the US of the Navy for Manpower?  
Which route do you believe you will take?

SMP
EXHIBIT 114
Hi Lela –

This is Angie, from CAO Human Resources I was on the line when you spoke with Mac Tolar this morning. As Mac mentioned, please see the attached severance and waiver agreement. Also, as per the attached, your response is due to us no later than February 27, 2019.

Feel free to reach out to us if you have any questions.

Thank you

Angie

Angelisa Sarnowski
Manager, Human Resources

Human Resources


Office of the Chief Administrative Officer

Ford House Office Building
202 225-8000 (First Call)

https://HouseNet.house.gov

https://MyServiceRequests.house.gov

Follow the CAO:
SEVERANCE AND WAIVER AGREEMENT

This Severance and Waiver Agreement (this “Agreement”) is made by and between Lela Bremen (“Employee”) and the Office of the Chief Administrative Officer of the U.S. House of Representatives (“the Office” or “Employer”), collectively referred as the “parties,” and is intended to waive and release any and all claims whatsoever between the parties.

For good and valuable consideration, the adequacy of which is hereby acknowledged, the parties agree as follows:

Part I

(Mutual Consideration)

1. This Agreement constitutes the waiver and release of all claims and disputes of any kind between the parties. Neither the execution of this Agreement nor the performance of any obligation hereunder is intended or shall be understood as an acknowledgment of responsibility, admission of liability, or other expression reflecting upon the merits of any dispute or claims between the parties, and any such responsibility or liability is expressly denied.

2. This Agreement constitutes the sole and entire agreement between the parties, and supersedes and extinguishes any and all prior agreements, whether written or oral, between the parties. This Agreement may be modified, waived, or terminated only by subsequent written agreement signed by both parties.

3. The waiver by any party of any breach of any provision of this Agreement shall not constitute or operate as a waiver of any other provision, nor shall any failure to enforce any provision herein operate as a waiver at such time, or any further time, of such provision or any other provision herein.

4. This Agreement is executed voluntarily and without coercion, undue influence, threat, or intimidation. In executing this Agreement, the parties do not rely and have not relied on any document or statement, whether written or oral, other than those specifically set forth in this Agreement. The parties warrant that the undersigned are competent to execute this Agreement on behalf of themselves and/or their principals.

5. Any and all information relating to any disputes between the parties covered by this Agreement is confidential. Except as required by law, the parties may not disclose to any third party (including the press), other than their attorneys, tax accountants, the Internal Revenue Service, or any state or municipal tax authorities, any statements under this Agreement, the terms or settlement amount contained in this Agreement, and any and all discussions, negotiations, or mediations between the parties, except to say that Employee’s claims against the Office have been satisfactorily resolved. Nonetheless, nothing in this Agreement shall be interpreted to prohibit the Office from communicating about this Agreement to those within the Office with a need to know.

6. If any term or provision of this Agreement becomes inoperative or unenforceable by operation of law, that provision shall sever and the remainder of the Agreement shall remain enforceable.
7. This Agreement may be executed in any number of counterparts, each of which shall be treated as an original, but all of which, collectively, shall constitute a single instrument.

8. Except as specified in paragraph 14 below, notices required under this Agreement shall be provided to the Office of the CAO, Human Resources, via facsimile to (202)226-7514, email to elizabeth.kraly@mail.house.gov, or hand delivery to room 102 of the Ford House Office Building.

9. This Agreement shall in all respects be interpreted, enforced, and governed under applicable laws of the District of Columbia and the Congressional Accountability Act, 2 U.S.C. §§ 1301-1438.

Part II
(Employee’s Consideration)

10. Employee, for Employee and on behalf of Employee’s agents, attorneys, heirs, assigns, successors, executors, administrators, and/or anyone claiming through or under them, hereby irrevocably, finally, and forever waives, releases and discharges the Office and its employees, attorneys, assigns, successors, and agents from any and all debts, liabilities, claims, obligations, demands, costs, losses, damages, liens, back pay, front pay, and/or expenses and attorney fees arising under any local, state or federal law, including the Congressional Accountability Act (2 U.S.C. §§ 1301-1438) which incorporates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Fair Labor Standards Act of 1938, the Family and Medical Leave Act of 1993, the Employee Polygraph Protection Act of 1988, the Worker Adjustment Retraining and Notification Act, the Uniformed Services Employment and Reemployment Rights Act of 1994, the Veterans Employment Opportunity Act of 1998, the Americans With Disabilities Act of 1990, the Rehabilitation Act of 1973, the Occupational Safety and Health Act of 1970, the Genetic Information Nondiscrimination Act of 2008, and the Federal Service Labor-Management Relations Statute, for any acts or conduct whatsoever, whether known or unknown, whether connected with the employment of Employee by the Office or not, which may have existed prior to or contemporaneously with the effective date of this Agreement as specified in paragraph 14.

11. Employee promises that Employee has not and will not file or cause to be filed any lawsuits, complaints, demands, actions, disputes, proceedings, claims or charges against the Office, or any affiliate of the Office, for any alleged acts, omissions and/or events, whether now known or unknown, that have or may have occurred prior to, or arising contemporaneously with, the date of this Agreement. Employee hereby represents and warrants that Employee has not contractually assigned or otherwise transferred to any other person or entity (other than Employee’s attorney) any interest in any claim, demand, action, and/or cause of action Employee has, or may have, or may claim to have against the Office and/or the other persons and entities released herein. Employee agrees that the Agreement serves as a bar to recovery by Employee for any damages claims waived in this Agreement.

12. Employee shall not reveal in any way to any individual or entity any sensitive and/or confidential information learned or obtained while employed by the Office. Examples of sensitive or confidential information include, but are not limited to, information designated as classified or secret by the government, matters involving the personal or professional lives of the Office’s employees, and matters concerning the internal operations of the Office.
13. Employee shall not voluntarily communicate, or cause anyone else to communicate, in any manner, disparaging, defamatory or negative statements adverse to the interests of the Office, or any of the Office’s current or former employees, designees, agents or representatives, including, but not limited to any statements that disparage any person’s capability, judgment, or any aspect of the operations of the Office. Further, Employee agrees that Employee will not engage in any conduct intended to harm the reputation of the Office, or any of the Office’s current or former employees, designees, agents or representatives. Nothing herein, however, shall prohibit Employee from honestly responding to legal process compelling statements of facts or opinions with regard to the Office. In such case, however, Employee shall notify the Office of the request for compelled disclosure in advance of such disclosure in a manner so as to permit a reasonable opportunity to challenge the subpoena or other request for compelled disclosure. In the event that Employee breaches the terms of this paragraph, monetary damages would not be sufficient to remedy the harm to the Office caused by such a breach. Therefore, the Office shall be entitled to obtain injunctive or other relief that may be deemed proper by a court of competent jurisdiction. The Office’s pursuit or receipt of such relief shall not, however, waive any other rights or remedies the Office may otherwise have against Employee for breach of the terms of this paragraph.

14. Employee has until February 27, 2019 to sign this agreement. In the event that Employee signs this Agreement, Employee shall return the signed Agreement to Elizabeth Krasy, Office of the CAO, Human Resources, via facsimile to (202) 226-7514. This Agreement shall not become effective until it is signed by both parties.

15. Employee acknowledges that the Office encourages Employee to consult an attorney, at Employee’s expense, regarding the terms of this Agreement before signing it.

16. The parties acknowledge and agree that (a) Employee has read and fully reviewed the terms of this Agreement, and that Employee understands its terms, conditions and effects; (b) in agreeing to and executing this Agreement, Employee does not rely and has not relied upon any warranties or representations by the Office, or by any employee, attorney, or agent of any of the parties, or by anyone else, other than as expressly stated in this Agreement; and (c) Employee has had the opportunity to confer with Employee’s attorney.

17. Employee acknowledges and agrees that Employee has been paid by the Office any and all compensation and other sums to which Employee is entitled, and that the payments Employee will receive, pursuant to paragraphs 19 and 20 below, are in addition to and independent of the compensation, if any, that Employee is already entitled to receive from the Office.

Part III
(Employer’s Consideration)

18. Employee’s last day in the Office shall be February 20, 2019. Thereafter, Employee shall not report to duty and shall not perform any work for the Office.

19. In the event that Employee signs this Agreement, the Office will allow the employee to resign effective April 3, 2019. The employee will then be placed on paid Administrative Leave from February 20, 2019 through April 3, 2019 as consideration for the Employee’s promises set forth in this Agreement, based upon Employee’s base salary in effect on February 20, 2019. Payment under this paragraph shall be made on the customary pay dates of the Office.
20. Regardless of whether Employee signs and returns this Agreement, the Office will pay Employee for any accrued annual leave as a lump-sum payment. The amount of the lump-sum payment of annual leave will be paid in accordance with the House Officers’ annual leave pay-out policy (up to 240 hours) and the monthly Speaker’s Pay Order limit ($14,034.25). Payment under this paragraph shall be made upon Employee’s separation from the payroll.

21. All payments under this Agreement shall be subject to this Agreement becoming effective and fully executed pursuant to paragraph 14. All payments under this Agreement shall be further subject to all customary withholdings for payroll or other taxes, and other withholdings required by law or previously authorized by Employee, and shall comply with all House Rules and any other applicable legal requirements, including without limitation any such requirements pertaining to dual federal government employment.

22. The Office agrees that, for purposes of any communications between the Office and any prospective employer of Employee, the Office will characterize Employee’s departure from the Office as a voluntary resignation.

23. The Office shall not file or cause to be filed any lawsuits, complaints, demands, actions, disputes, proceedings, claims or charges against the Employee for any alleged acts, omissions and/or events, whether now known or unknown, that have or may have occurred prior to or during Employee’s tenure with the Office, or arising contemporaneously with the effective date of this Agreement as specified in paragraph 14.

24. The Office hereby represents and warrants that it has not contractually assigned or otherwise transferred to any other person or entity any interest in any claim, demand, action/and or cause of action it has, or may have, or may claim to have against the Employee.

25. The Office agrees that it will not contest any application for unemployment insurance benefits filed by Employee following Employee’s termination from employment and removal from the Office’s payroll.

____________________________  ___________________
Lela Bremen    Date
Employee

______________________________  ___________________
Elizabeth Kraly    Date
Deputy Chief HR Officer, CAO Human Resources,
U.S. House of Representatives,
On behalf of the Office of the Chief Administrative Officer