Exhibit 1
PAYROLL AUTHORIZATION FORM  U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

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

<table>
<thead>
<tr>
<th>Employee Name (First-Middle-Last)</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenneth D. West</td>
<td>01/03/2013</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Social Security Number</th>
<th>Type of Action</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>X Appointment</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employing Office or Committee/Subcommittee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Honorable Mark Meadows</td>
</tr>
<tr>
<td>1516 Longworth Building</td>
</tr>
<tr>
<td>Washington, DC 20515</td>
</tr>
<tr>
<td>NC11</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Gross Annual Salary**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief of Staff</td>
<td>155,000.00</td>
</tr>
</tbody>
</table>

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

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

X Permanent

Nonpermanent (must specify one of the following categories) X Denotes not eligible for Benefits

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

Position Number If applicable Level Step

If position transfer, previous position number Level Step

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

Date 01/04/2013

(Signature of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

(Type or print name of Authorizing Official)

(Type or print name and title of above official)

(Title—if Member, District and State)

Appropriation Code: Office of Payroll & Benefits use only

(Monthly Annuity $………00) Benefits

as of Payroll

ORIGINAL—TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
PAYROLL AUTHORIZATION FORM
U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

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

<table>
<thead>
<tr>
<th>Employee Name (First-Middle-Last)</th>
<th>Effective Date</th>
<th>Type of Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenneth D. West</td>
<td>11/1/2013</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Social Security Number</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employing Office or Committee/Subcommittee</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Honorable Mark Meadows</th>
<th>Gross Annual Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1616 Longworth HOB</td>
<td>$167,000.00</td>
</tr>
<tr>
<td>Washington DC 20515</td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Chief of Staff</th>
<th>Position Title*</th>
<th>Gross Annual Salary*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

<table>
<thead>
<tr>
<th>Position Number</th>
<th>If applicable, Level</th>
<th>Step</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Date</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>11/14/2013</td>
<td></td>
</tr>
</tbody>
</table>

(Signature of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

(Honorable Mark Meadows)

(Type or print name of Authorizing Official)

(NC11)

(Title—If Member, District and State)

<table>
<thead>
<tr>
<th>Appropriation Code</th>
<th>Office of Payroll &amp; Benefits use only</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Monthly Annuity $………………….00)</td>
</tr>
<tr>
<td></td>
<td>Benefits</td>
</tr>
<tr>
<td></td>
<td>as of ……………………………………...</td>
</tr>
<tr>
<td></td>
<td>Payroll</td>
</tr>
</tbody>
</table>

ORIGINAL TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
U.S. HOUSE OF REPRESENTATIVES
LUMP SUM PAYMENT AUTHORIZATION FORM

I hereby authorize a Lump Sum payment to the employee, in the amount and for the purpose, specified below:

Employing Office: Honorable Mark Meadows

Employee Name: Kenneth D. West

Employee #: 168239

Check the appropriate box, and complete the associated information.

<table>
<thead>
<tr>
<th>Box</th>
<th>Description</th>
<th>Number of Days</th>
<th>Termination or Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>🗞️</td>
<td>Accrued Annual Leave</td>
<td></td>
<td></td>
</tr>
<tr>
<td>🗞️</td>
<td>Severance Pay</td>
<td></td>
<td></td>
</tr>
<tr>
<td>✗️</td>
<td>Bonus</td>
<td>1,000.00</td>
<td>10/30/2013</td>
</tr>
<tr>
<td>🗞️</td>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note: Insert actual amount of payment (not an annual rate).

(Signature of Authorizing Official)  
Date 11/14/2013

Honorable Mark Meadows  
(Type or print name of Authorizing Official)  
(If appropriate, signature of Subcommittee Chairperson or Ranking Minority Member)

NC11  
(Title - If Member, District and State)  
(Type or Print name and title of above official.)

Office of Payroll and Benefits Use Only

Appropriation Code:  
Processed By:  

Revised 2/11/2011
PAYROLL AUTHORIZATION FORM
U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

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

<table>
<thead>
<tr>
<th>Employee Name (First-Middle-Last)</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenneth D. West</td>
<td>01/01/2014</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Social Security Number</th>
<th>Type of Action</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employing Office or Committee/Subcommittee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Honorable Mark Meadows</td>
</tr>
<tr>
<td>1516 Longworth HOB</td>
</tr>
<tr>
<td>Washington DC 20515</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Position Title*</th>
<th>Gross Annual Salary**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief of Staff</td>
<td>$155,000.00</td>
</tr>
</tbody>
</table>

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

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

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

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

(Specify one other employing authority)

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

Date: 11/14/2013

(Signature of Authorizing Official)

Honorable Mark Meadows
(Type or print name of Authorizing Official)

NC11
(Title—If Member, District and State)

Appropriation Code:
Office of Payroll & Benefits use only

(Monthly Annuity $...00) Benefits Payroll

as of

ORIGINAL—TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
PAYROLL AUTHORIZATION FORM  
U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

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

<table>
<thead>
<tr>
<th>Employee Name (First-Middle-Last)</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenneth West</td>
<td>10/01/2014</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Social Security Number</th>
<th>Type of Action</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Appointment</td>
</tr>
<tr>
<td></td>
<td>Salary Adjustment</td>
</tr>
<tr>
<td></td>
<td>Title Change</td>
</tr>
<tr>
<td></td>
<td>Termination (At close of business on effective date)</td>
</tr>
<tr>
<td></td>
<td>Leave without pay (Beginning with effective date above and ending close of business)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Gross Annual Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief of Staff</td>
<td>$168,411.00</td>
</tr>
</tbody>
</table>

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

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

- Permanent

Not applicable
*Denotes not eligible for Benefits

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

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

Position Number:_________________________ If applicable, Level:_________ Step:_________

If position transfer, previous position number:_________________________ Level:_________ Step:_________

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

Date 10/15/2014

(Signature of Authorizing Official)

Honorable Mark Meadows

(Signature of Subcommittee Chairperson or Ranking Minority Member)

NC11

(Title—If Member, District and State)

Appropriation Code: Office of Payroll & Benefits use only

(Monthly Annuity $_________00) Benefits_________ as of_________

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

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<thead>
<tr>
<th>Employee Name (First-Middle-Last)</th>
<th>Effective Date</th>
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</thead>
<tbody>
<tr>
<td>Kenneth West</td>
<td>10/01/2014</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Social Security Number</th>
<th>Type of Action</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Appointment</td>
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<tr>
<td></td>
<td>Salary Adjustment</td>
</tr>
<tr>
<td></td>
<td>Title Change</td>
</tr>
<tr>
<td></td>
<td>Termination (At close of business on effective date)</td>
</tr>
<tr>
<td></td>
<td>Leave without pay (Beginning with effective date above</td>
</tr>
<tr>
<td></td>
<td>ending close of business)</td>
</tr>
</tbody>
</table>

Employing Office or Committee/Subcommittee:
Honorable Mark Meadows
1516 Longworth HOB
Washington, DC 20515

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

<table>
<thead>
<tr>
<th>Chief of Staff</th>
<th>Position Title*</th>
<th>Gross Annual Salary**</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>$168,411.00</td>
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(If Clerk Hire Employee, complete appropriate item(s) below.)

- [x] Permanent
- [ ] Nonpermanent (must specify one of the following categories) *(Denotes not eligible for Benefits)

- [ ] Part-Time Employee
- [ ] Paid Intern
- [ ] Temporary Employee
- [ ] LWOP Employee
- [ ] Shared Employee

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

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

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

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

Date: 10/15/2014

(Signature of Authorizing Official)

Honorabe Mark Meadows

(Signature of Subcommittee Chairperson or Ranking Minority Member)

NC11

(Type or print name and title of above official)

Appropriation Code: Office of Payroll & Benefits use only

(Monthly Annuity $: Benefits: Payroll:)

as of

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
PAYROLL AUTHORIZATION FORM

U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

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

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<thead>
<tr>
<th>Employee Name (First-Middle-Last)</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenneth D. West</td>
<td>01/01/2015</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Social Security Number</th>
<th>Type of Action</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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<tr>
<td>Washington, DC 20515</td>
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<table>
<thead>
<tr>
<th>Position Title*</th>
<th>Gross Annual Salary**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief of Staff</td>
<td>$157,400.00</td>
</tr>
</tbody>
</table>

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

X) Permanent

Nonpermanent (must specify one of the following categories) *Denotes not eligible for Benefits

<table>
<thead>
<tr>
<th>Part-Time Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid Intern</td>
</tr>
<tr>
<td>Temporary Employee</td>
</tr>
<tr>
<td>LWOP Employee</td>
</tr>
<tr>
<td>Shared Employee</td>
</tr>
</tbody>
</table>

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

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

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

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

Date 01/05/2015

(Signature of Authorizing Official)

Honorable Mark Meadows
(Type or print name of Authorizing Official)

NC11
(Title—if Member, District and State)

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

ORIGINAL TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
PAYROLL AUTHORIZATION FORM

U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

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

<table>
<thead>
<tr>
<th>Employee Name (First-Middle-Last)</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenneth D. West</td>
<td>02/01/2015</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Social Security Number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type of Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>☑ Salary Adjustment</td>
</tr>
<tr>
<td>☑ Title Change</td>
</tr>
<tr>
<td>☑ Termination (At close of business on effective date)</td>
</tr>
<tr>
<td>☑ Leave without pay (Beginning with effective date above and ending close of business)</td>
</tr>
</tbody>
</table>

Employing Office or Committee/Subcommittee:
Honorable Mark Meadows
1616 Longworth HOB
Washington, DC 20515

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

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

<table>
<thead>
<tr>
<th>Position Title*</th>
<th>Gross Annual Salary**</th>
</tr>
</thead>
<tbody>
<tr>
<td>$155,000.00</td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

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

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

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

Date 01/05/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Signature of Subcommittee Chairperson or Ranking Minority Member)

NC11

(Type or print name of Authorizing Official)

(Type or print name and title of above official)

Appropaition Code: Office of Payroll & Benefits use only

(Monthly Annuity $00.00) Benefits Payroll

ORIGINAL TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
PAYROLL AUTHORIZATION FORM

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

<table>
<thead>
<tr>
<th>Employee Name (First-Middle-Last)</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenneth D. West</td>
<td>04/01/2015</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Social Security Number</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Type of Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointment</td>
</tr>
<tr>
<td>Salary Adjustment</td>
</tr>
<tr>
<td>Title Change</td>
</tr>
<tr>
<td>Termination (At close of business on effective date)</td>
</tr>
<tr>
<td>Leave without pay (Beginning with effective date above and ending close of business)</td>
</tr>
</tbody>
</table>

(Honorable Mark Meadows
NC11)

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

<table>
<thead>
<tr>
<th>Position Title*</th>
<th>Gross Annual Salary**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Advisor</td>
<td>$155,000.00</td>
</tr>
</tbody>
</table>

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

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

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

<table>
<thead>
<tr>
<th>Position Number</th>
<th>If applicable, Level</th>
<th>Step</th>
</tr>
</thead>
<tbody>
<tr>
<td>If position transfer, previous position number</td>
<td>Level</td>
<td>Step</td>
</tr>
</tbody>
</table>

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

Date 04/09/2015

(Signature of Authorizing Official)

(Honorable Mark Meadows)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

(nc11)

(Type or print name and title of above official)

(Appropriation Code: Office of Payroll & Benefits use only)

(Monthly Annuity $00) Benefits
as of Payroll

ORIGINAL TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
PAYROLL AUTHORIZATION FORM

U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

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

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Employing Office or Committee/Subcommittee
Honorable Mark Meadows
NC11

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Date 04/17/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Signature of Subcommittee Chairperson or Ranking Minority Member)

(Type or print name and title of above official)

Appropiation Code:

Office of Payroll & Benefits use only

(Monthly Annuity $…………………………….00)

as of …………………………………... Payroll………...

15-1671_0011
PAYROLL AUTHORIZATION FORM

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(Type or print name and title of above official)

Appropriation Code:

Office of Payroll & Benefits use only

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ORIGINAL TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
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☑ Paid Intern

☑ Temporary Employee

☑ LWOP Employee

☑ Shared Employee

(Specify one other employing authority)

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Position Number: ____________________________ If applicable, Level: ______ Step: ______
If position transfer, previous position number: ____________________________ Level: ______ Step: ______

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

Date: 05/21/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Signature of Subcommittee Chairperson or Ranking Minority Member)

NC11

(Type or print name of Authorizing Official)

(Type or print name and title of above official)

Title: If Member, District and State

Appropriation Code: ____________________________

Office of Payroll & Benefits use only

(Monthly Annuity $___________ .00) Benefits ____________

Payroll ____________

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
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*Supercedes*

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

Date: 06/10/2015

(Signature of Authorizing Official)

Honorable Mark Meadows  
NC11

(Signature of Subcommittee Chairperson or Ranking Minority Member)  
(Type or print name of Authorizing Official)

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

Appropriation Code:  
Office of Payroll & Benefits use only  
(Monthly Annuity $ .............. 30)  
Benefits:  
as of:  
Payroll:  

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
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Date 08/10/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Signature of Subcommittee Chairperson or Ranking Minority Member)

(Type or print name of Authorizing Official)

NC11

(Type or print name and title of above official)

(Title--If Member, District and State)

Appropriation Code: Office of Payroll & Benefits use only

(Monthly Annuity $00000000) Benefits Payroll

as of

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(Signature of Authorizing Official)

Honorable Mark Meadows  
(Signature of Subcommittee Chairperson or Ranking Minority Member)  
(Type or print name of Authorizing Official)

NC11  
(Typese or print name and title of above official)

Appropriation Code: Office of Payroll & Benefits use only

(Monthly Annuity $00) Benefits

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ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)
Exhibit 2
This is Paul Solis with the Office of Congressional Ethics. I'm joined by Omar Ashmawy. It is December 15, 2015. We are here with Witness A. We have provided Witness A a copy of 18 U.S.C. 1001 and she has signed the acknowledgement form understanding the law applies to our conversation today, and we can begin.

Witness A, where are you currently employed?

I'm currently employed at the National Republican Senatorial Committee.

How long have you been there?

Since February. The day after President's Day. The 15th I believe.

What is your title?

I am the budget coordinator in the finance department.

Have you kept the same title since you started there?

I have, yes.

What are some of your job duties there?

I see every check that comes in to the building, make sure it's FEC compliant, make sure it gets batched to the right account, so we're using the money properly. I keep track of any Senators that talk to any donors and make sure that everybody, check is, you know, given, credited or whatever. I do a lot of that stuff. Tracking money.

Previously to that job, where did you work?

I was with Congressman Mark Meadows.

Okay. How long were you with Congressman Meadows?

One full year, I believe. I was there from January, 13 months. January 2014 to February, until I started at the NRSC, February 15th.

From the time you started until you left, can you run down the titles you had there, and your responsibilities?

I was the staff assistant. I also was intern coordinator. That was all under the staff assistant title. I was front of house, so I made sure everybody got, you know, the front office was maintained. Front office was maintained,
interns were busy and had things to do, book tours for constituents, I helped with constituent outreach, things like that.

P. Solis: The entire time you were staff assistant? That was your title?

Witness A: Yes.

P. Solis: Who were your supervisors?

Witness A: Directly to Eliza Thurston. I also worked under Martha VanLieshout. I guess if you move up, one, Phillip Newman was deputy chief of staff, until he left. Then, Kevin, wow, this was a long time ago, Kevin Klein, before that. Actually, to clarify that, I was an intern in the office the summer of 2013 as well.

P. Solis: You were in the office, summer of 2013, as an intern. You probably went back to school?

Witness A: Yes. I finished my last semester August to December of 2013, then I started full time in January of that year, of 2013.

P. Solis: Okay. You mentioned Phil Newman, you mentioned Kevin Klein, anyone else?

Witness A: Then, ultimately, Kenny West, the boss. The Congressman, Mark Meadows

P. Solis: Okay. Kenny West was Chief of Staff?

Witness A: Yes.

P. Solis: During your entire time with the office?

Witness A: I believe so, yes.

P. Solis: Was anybody else Chief of Staff during that time?

Witness A: Nobody was, no.

P. Solis: What were some of ... Again, this is your interpretation and sort of what you saw there. But what were Mr. West's job duties while he was there?

Witness A: I think the Congressman saw him as kind of a manager. He managed personnel, both in the DC office and the District offices in North Carolina. I don't think ... I don't believe he played that much part in policy. I wasn't
in tune with that. I was at the bottom rung of things. To my knowledge, it was a management role.

P. Solis: You said he had personnel management over the DC and the District?

Witness A: Mm-hmm (affirmative).

P. Solis: Was he based in DC?

Witness A: I would say, he didn't hold residence in DC, ever. He split his time though. He was in DC, maybe, a week and a half out of every month, maybe 2 weeks out of every month, but, he held residence in North Carolina.

P. Solis: When he was in DC, would he stay in a hotel?

Witness A: Yes. That's to my knowledge, yes.

P. Solis: Okay. What was your relationship with Mr. West like? Was it strictly professional? Were you personal friends outside of the office?

Witness A: I wasn't personal friends with him. He was my boss, that's how I saw him. Yeah. I mean, I don't even believe ... I'm Facebook friends with a lot of other former co-workers, but we are not Facebook friends outside of the office.

P. Solis: Were any other staffers personal friends with Mr. West?

Witness A: No. Not that I know of.

P. Solis: You left in February of 2015. Are you aware of any title changes Mr. West might have had, during his employment with Congressman Meadows?

Witness A: I'm not sure of any title changes. I know there was a time where he was asked to not come to the DC office. After that, I'm not sure of his title change. Again, I wasn't in tune with all that, but I do know that he was asked not to come to the DC office.

O. Ashmawy: We know the nature of some of the drama there. Do remember around what date or time frame, even just month and year, that was?

Witness A: By my guess, my best recollection, things started unfolding after the election, in November 2014. Part of the reason I left was because of things ... I wasn't made to feel uncomfortable, but I didn't want to be in the office anymore. I wasn't moving forward, I wasn't moving upwards, so I moved onwards. I would say, I want to say it was December, January, December 2014, January 2015. I honestly, that's my best guess.
P. Solis: What do you mean by unfolding?

Witness A: There was a time where there were other women in the office that were made to feel uncomfortable by Mr. West, and they had approached both ... I guess they approached Phil, Mr. Newman, and he approached the Congressman, and said "this is what's happening, they feel uncomfortable." The Congressman sat us all down, I can't remember, I believe it was January, and he said, "I'll take care of it." At that point, I believe, that was when Mr. West was asked to not come to the DC office. I don't believe there was any title change at that time.

P. Solis: Representative Meadows, you said, "Sat us down in January."

Witness A: Oh. Yeah. Us, as in, it was Phil, because he was the one that had approached the Congressman, and then all of the women in the office. At that time it was me, Martha VanLieshout, Ansley Rhyne, Alyssa Farah, Eliza Thurston.

P. Solis: I want to get it straight. Phil was the first one to hear about this?

Witness A: Yes. There was, to my knowledge. Kevin may have known about this before, I can't speak to that, I was an intern at that time. Kevin left in the first few months that I was a full time employee. I believe Phil was the first to be made aware of this, yeah.

P. Solis: That would have happened sometime after the November 2014 election?

Witness A: I believe so, yeah.

P. Solis: Okay. Women in the office, Martha, Ansley, Alyssa, Eliza, would have been the ones to bring that to Phil's attention?

Witness A: I can say that I wasn't made to feel uncomfortable, and to my knowledge, I am personal friends with Martha outside of the office, she's never been made to feel uncomfortable there. I think there have been instances ... She's still in the office, so after I left, I think she just felt that it was creepy, but she never felt she was made uncomfortable. I believe that Alyssa and Ansley were made to feel uncomfortable. I'm not sure Eliza was, but she may have been. I know that Alyssa and Ansley did feel, they were made to feel uncomfortable.

P. Solis: How do you know that?

Witness A: They had expressed that to me, at some point, and I kind of seen ... Nothing physical had happened, but there were things that were said that were just kind of off color, nothing that I can remember off the top of my
head, that made them feel uncomfortable. That didn't seem workplace appropriate.

P. Solis: These are Mr. West's comments?

Witness A: Yes.

P. Solis: Okay. When Representative Meadows sat you down, this would have been January 2015, and he said he’ll “take care of it,” could you elaborate on that?

Witness A: I wish I could. He said that he didn't want anybody to feel uncomfortable in his office. That we're like family to him and he wanted everybody to be in a safe environment and that ... I don't believe he said exactly what he was going to do, but he said he wanted to make sure that everybody felt safe and he would take care of it. He didn't say exactly what he would do.

P. Solis: You said that you know, at some point, Mr. West was told not to come to the DC office, correct?

Witness A: That's correct.

P. Solis: When did you know about that?

Witness A: I would say about 2, 3 weeks after that conversation with the Congressman.

P. Solis: You were still employed in the office when Mr. West was told not to come to DC.

Witness A: I believe so. Yeah. I may have already given my 2 weeks notice. I can't remember exactly. I want to say I was definitely still employed. It was on my out.

P. Solis: I'm going to show you some of the documents that you submitted to us. I apologize, these are pretty fresh, you just gave them to us the other day. They're not bates stamped with an identifying mark.

Witness A: Yeah.

P. Solis: I'll just try my best to identify what we're talking about.

Witness A: Okay.

P. Solis: This is a Google Hangout, right?
Witness A: Yes that is.

P. Solis: With Martha VanLieshout?

Witness A: Yes.

P. Solis: If I could direct you to the second page -

Witness A: Sure.

P. Solis: Below your name, and this would have been a message sent to Martha, correct?

Witness A: Mm-hmm (affirmative).

P. Solis: This is sort of like an instant messaging service?

Witness A: Yeah. Mm-hmm (affirmative).

P. Solis: Would you have been in the office together when you were sending these?

Witness A: Yes. At this point, we were in a new office, I want to say. The front office was in a separate part. It was the same office, just different parts of the office.

P. Solis: Okay. Below, January 28, 2014, your comment there, you say, "Kenny, walking around in his trench coat, is freaking me out." Do you remember what was going on at that time?

Witness A: Honestly, I couldn't tell you. I think this was after I had been made aware of other things that were happening in the office.

P. Solis: Okay.

Witness A: If I could guess, it was probably he was just walking around, for no reason, in his trench coat. Honestly, any male walking around in a trench coat probably makes me uncomfortable. I don't know why.

P. Solis: As of January 28th, the end of January, he still would have been in the office?

Witness A: Yeah. I think so.

P. Solis: Okay.

Witness A: I think it was probably right around then that ...
P. Solis: If I could have you flip 2 more pages ...

Witness A: Mm-hmm (affirmative).

P. Solis: This is February 4th.

Witness A: I guess I had no ... My time frame must be off then, but I apologize.

P. Solis: Okay. No, no problem. February 4th, you write, "Kenny is standing over my shoulder as I did the signatures. Was my punishment for me sassing you?" Martha responds. You write "still uncomfortable." She writes, "Always." At this point in early February, he still would've been in the D.C. office.

Witness A: Yeah.

P. Solis: Do you recall this specific conversation?

Witness A: I do.

P. Solis: What was happening in the office?

Witness A: Yeah. We had an auto signature machine for when we did whatever it was for the Congressmen, and that was one of my tasks that I did. We'd sign constituent letters. I believe he was still in the office, and I know that in our old office we had the auto signature machine in Kenny's office. It may have been true that it had moved.

P. Solis: Okay.

Witness A: Oh, wait, this is 2014. Okay. I understand where we are. I do remember that. Yep. Mm-hmm (affirmative).

P. Solis: Yeah, I want to be clear here.

Witness A: This is 2014.

P. Solis: This is 2014.

Witness A: Sorry, no, no, I apologize. Yep. Okay. Yep. That was in his ... We were in the old office. This is chronologically. I apologize. This is my fault.

P. Solis: I'll go back to the sort of trench coat discussion, when you said at this point you had been made aware of-

Witness A: That's not true.
P. Solis: That would've been-

Witness A: That was later on in the year, in 2014. I apologize.

P. Solis: No problem. No problem. At this point in 2014, you're making some of these statements to your co-worker about being uncomfortable and freaking you out. Are you feeling, at this point, uncomfortable? Do you feel that Mr. West is acting inappropriately in the office in 2014?

Witness A: Yeah, I do remember that it was not comfortable. He never said anything directly to me, but there were instances like these two instances where I was, I guess, made to feel uncomfortable. Honestly, for me, I've been through other things, so my uncomfortable level has kind of changed.

P. Solis: Right.

Witness A: But I do remember this now that it's in front of me, even though I already printed these out and gave them to you. Yeah.

P. Solis: Did you report that to anybody?

Witness A: I believe I talked to my parents about it. That was it.

P. Solis: In early 2014, again, this is probably when you just started, right?


P. Solis: Is anybody else talking to you? Alyssa, Eliza, Martha, about them feeling uncomfortable?

Witness A: I believe at that time it was just Martha had talked to me about how some of the other girls were made to feel uncomfortable. Martha was probably my closest friend in the office, so that was obviously who I spoke to most about this.

P. Solis: If you turn to the next page. This is, again, February 2014. You write, "Kenny talking about how these girls will fall in love with Patrick."

Witness A: That goes into a different conversation immediately. I understand that now.

P. Solis: Is Kenny talking about things like that in the office frequently?

Witness A: There were various times where he would talk about various people's love lives in the office unprompted. That wasn't the only incidence, but I don't
know who these girls were in this instance. Yeah, that wasn't the only time that that happened.

P. Solis: If I could have you flip almost all the way to the end of the last two pages. There's no date stamp on this.

Witness A: I could find them if you need them.

P. Solis: That's probably okay. I assume it's still in 2014. The last date stamp, if you go back two more pages before, is June 2014.

Witness A: Mm-hmm (affirmative).

P. Solis: The last two pages-

Witness A: Yeah.

P. Solis: You write, "Upside, Kenny won't be there creepily watching people and not listening."

Witness A: Yep.

P. Solis: Do you know what that was in reference do?

Witness A: Yeah, I guess in staff meetings, he would kind of sit in the meetings and you could kind of see that he didn't very much participate in those meetings. He was more-so there to watch and I never felt watched, but at this point, I think Alyssa ... I'm not sure, I believe Alyssa had started not very long before this, and Ansley as well, and had felt in those meetings that they were being watched in those meetings.

P. Solis: Okay.

Witness A: I think that's what I was alluding to there.

P. Solis: The next page, the time stamp above is June 17th, 2014. You write, "Scolded by Kenny, which I figured would happen, but I'm okay." Do you know what ... Yeah. That was, I don't know, a tour fell through, the constituents were mad so the congressman was mad and he asked Kenny to sit me down and talk about it, and I felt very bad that it had happened. There was nothing I could really do about it. That was work related. That was one of the few times, I think, that ... I think that was the only time I was ever, per se, scolded for a work related thing. I don't think there was much else.
P. Solis: Was that handled in a professional matter?

Witness A: Yeah. To my recollection, yeah. He just wanted to clarify what had happened. Make sure it didn't happen again. There was no ... In that situation, I remember clearly that I wasn't made to feel any discomfort.

P. Solis: Okay.

Witness A: I would just add that I had messed up.

P. Solis: This is another group of emails that you provided to us.


P. Solis: This is pretty much all July 25th, 2014.

Witness A: Yep.

P. Solis: It's from your Gmail account, and the subject is "Surprise" but it's about a Boehner event.

Witness A: Uh-huh.

P. Solis: Do you want to go ahead and review it a little bit?

Witness A: I don't remember this one.

P. Solis: Can you tell me the circumstances surrounding this?

Witness A: This was an event that the then Speaker was going to have for the congressmen, and that we were all invited to. We weren't pressured in any way to go. We were allowed to if we wanted to type of thing.

P. Solis: Is this why it's all in your personal-

Witness A: That's why it was on my personal account.

P. Solis: If I could direct you to the second page?

Witness A: Mm-hmm (affirmative).

P. Solis: The request, or the ask comes in from Philip Newman, and then there's some responses about whether or not people will be in, and then pretty much down at the bottom Ansley Rhyne writes, "KW will be there so thanks, but no thanks."
Witness A: Mm-hmm (affirmative).

P. Solis: Is KW Kenny West?

Witness A: Yes, that is Kenny West. Yep.

P. Solis: I realize you didn't offer this email, but do you recall her saying that?

Witness A: I do. I remember this. Yeah, when I was pulling these emails out, I remember this conversation.

P. Solis: Did Ansley ever provide any other context to why she might've said that?

Witness A: I think it had to do from what I remember, I never really asked her out loud, to the "in there like swimwear" comment, and Phil said, "Please don't wear swimwear." I think that was in relation to that.

P. Solis: At this time in July, were you hearing from women in the office that they were made to feel uncomfortable by-

Witness A: Yeah, I think that was around the time we had all started to talk about it.

P. Solis: Again, had Representative Meadows been made aware?

Witness A: No.

P. Solis: At this point?

Witness A: No.

P. Solis: What about Mr. Newman?

Witness A: I believe that he ... Based on this, I think he knew peripherally. I'm not sure. I never spoke to him about it, so I can't speak to that. The first time I remember there being a big conversation about it was later on in the year.

P. Solis: Are you friends with Ansley?

Witness A: Not outside the office, no.

P. Solis: Okay.

Witness A: I haven't seen her since we both left.

P. Solis: Okay. Do you know where she works?
Witness A: I believe she is with a different congressman now. I'm not sure, if I'm being honest.

P. Solis: We'll move on to some more emails. Not too many more to go through.

Witness A: Thank you.

P. Solis: This is emails-

Witness A: Yep.

P. Solis: -again from your Gmail account. September 3rd and 4th. It's an exchange between you and William Howes.

Witness A: Mm-hmm (affirmative).

P. Solis: Who is William Howes?

Witness A: That was my grandfather.

P. Solis: Grandfather.

Witness A: Mm-hmm (affirmative).

P. Solis: Okay. He writes on the 3rd, "FYI, Mark and Kenny in the news," and then you respond, "My co-worker sent me a short blurb about this."

Witness A: "Seems like a never-ending story."

P. Solis: Right. Do you recall this conversation with your grandfather?

Witness A: I do. I do, yeah. It was only a couple months ago. At this point, I had left. This was three months ago. Two months ago. He had been aware of my employment at Congressman Meadows' office, and he always kind of looked out for me. He's from North Carolina.

P. Solis: This is your grandfather?

Witness A: My grandfather, yeah.

P. Solis: Okay.

Witness A: That was ... I think that's what this was about, and he wanted to talk about it.

P. Solis: Does he know Representative Matthews?
Witness A: He does know Representative Meadows, yeah.

P. Solis: I'm sorry, Meadows. I'm sorry. He knows him on a personal level?

Witness A: I wouldn't say personal. They haven't spoken to my knowledge since the last election. I believe it was more on a political level, but I never really had in-depth ... We talked about what happened in the office, but I wasn't really sure of my grandfather's relationship with the Congressman.

P. Solis: Does your grandfather know Kenny West?

Witness A: Yes.

P. Solis: He does?

Witness A: Yes.

P. Solis: Does he know him on a personal level?

Witness A: Again, just political.

O. Ashmawy: When you say political, can you-

Witness A: My grandfather is always ... Not always. My entire family is a bunch of political ... They like to do things. Not do things. I don't what that means; I don't know why I said that. He likes to be involved. He likes to support local politicians. I believe before it was Congressman Meadows it was the person before him in the district. Again, I'm not sure at what level. I know that they spoke and my grandfather went to events but other than that, not entirely sure.

P. Solis: Let's see. "My co-worker sent me a blurb this morning." You write that. What co-worker would've sent that?

Witness A: That was somebody at the NRSC, so honestly I can't remember who that would've been. My work Gmail gets ... Not my work Gmail, my work email gets cycled through every month, so I lose what happens. I think it was my co-worker, Alex Clark. She also was staff assistant on the Hill for Senator Sessions, before we both started at the NRSC at the beginning of this year. She knew that I worked for Congressman Meadows, so she sent it to me.

P. Solis: Then, your grandfather writes, "I would like to talk to you and get your full take on the Meadows-West saga." You reference that you had talked to your grandfather about what happened-
Witness A: Yeah.

P. Solis: -Did this conversation sort of precipitate because your grandfather had asked you to talk about it?

Witness A: We had talked about it. I don't know if we spoke specifically at that time, but I did speak to my grandfather around the time I was leaving, probably again around November, December, January of 2014 into 2015 about what was going on. He knew what was happening.

P. Solis: Did he say he had talked to Representative Meadows or Mr. West about what was happening?

Witness A: Not to my recollection. He may have said he did? I can't remember. I think he may have said so, but that is something I can't corroborate.

P. Solis: I'm going to ... This one. This is another Google hang out conversation with Martha VanLieshout. This is pretty much the same time frame. It's between September 3rd, 2015 and September 11th.

Witness A: Yeah.

P. Solis: Well I see 2014 in the back, so disregard that. We'll just focus on the first page.


P. Solis: We'll focus on the first page of September 3rd, 2015. You write here, "What is this Kenny thing going on?"

Witness A: I think I was referring to the article that my grandfather had sent me.

P. Solis: Okay. Prior to ... Did your grandfather send you the article, or did your co-worker send you the article?

Witness A: I'd seen it by my co-worker prior to that, but it was in regards to that article on The Blurb that my co-worker had sent me.

P. Solis: When you read the article ... We'll rewind a little bit. When you read the article, what's your reaction to it?

Witness A: Honestly I don't really remember having much of a reaction. I think it was ... I think I was kind of disappointed to see that. To see that there was a fall ... I just remember thinking, "That was so silly, why would that have happened?" I don't remember ... I remember just thinking, "Why would that have happened?"
P. Solis: Just to possibly refresh your memory on it. These articles that sort of came out at that time, discussed a little bit about some of what you're talking about with regards to potential allegations of misconduct or sexual harassment potentially going on in the office. There was also some discussion in those articles about Mr. West receiving payment, you know salary, from The House of Representatives during the summer of 2015 when there were some questions raised about whether or not-

Witness A: I had forgotten about that.

P. Solis: -he was in the office. That part of the story, did you have a reaction to that part?

Witness A: Yeah I did. I remember thinking ... Well I mean, if I'm being honest, the entire time I remember knowing that Mr. West was paid the maximum amount a Chief of Staff could be paid. I remember thinking, "I thought that was ridiculous."

P. Solis: This is during your time working for-

Witness A: Yes and that-

P. Solis: Why did you think that was ridiculous?

Witness A: Compared to the Deputy Chief and the Legislative Director it seemed as if he didn't do as much work, but that was again from my point of view. I remember thinking ... Now that you refreshed my memory, I do remembering thinking that it was ridiculous. That he was continued ... He still got paid after he was asked to leave DC, and after he was asked not to be the Chief of Staff. I know there were a lot of other people in the office that worked very hard, and so I think for me I was kind of disappointed to see that the funds that were allocated for the office were allocated to him.

P. Solis: You knew that he was asked to not be Chief of Staff anymore?

Witness A: At ... I think at some point Martha had told me over the phone, or in person. I don't remember ... Yeah at some point I learned that.

P. Solis: At some point after your employment there, you knew that he was ... Well during your employment you knew that he was not supposed to be in the DC office anymore?

Witness A: Correct.

P. Solis: Then after your employment you had learned from Martha, that he was asked not to be the Chief of Staff anymore?
Witness A: Yes at some point, yep.

P. Solis: What about just him being in the office at all? Was he still employed by the office to your knowledge?

Witness A: I didn't know. I knew that after he was asked to leave DC, that he was working in the district office, and to my knowledge I think some of the women in the district office were made to feel uncomfortable as well, so I'm not sure.

P. Solis: Where did you hear that?

Witness A: I had heard that from again Martha, I believe. Let me think. I believe I had heard that from Ansley or Martha. Maybe it was Ansley it was.

O. Ashmawy: Did they ever talk about the fact that women in the district office might be uncomfortable? Did they ever talk about whether Kenny West was coming to work, or what work he was doing? Was there any complaints about that?

Witness A: Yeah I remember Ansley was always very disappointed ... Not disappointed, but frustrated and put off by the fact that it seemed as if that Kenny wasn't doing anything-

P. Solis: This was-

Witness A: -compared to other Chiefs of Staff.

P. Solis: You were talking to Ansley about this in 2015?

Witness A: In 2014, so it would have been around I would say ... I believe she started working in the office in March of 2014, and then we would have started talking about this later on in the year, at the end of the summer.

O. Ashmawy: Did you guys ever talk about sort of how it was a little strange that Kenny West would ever be Chief of Staff in the first place?

Witness A: Yes that was discussed. Yeah, I think there was ... He always made it very clear that he had run against Congressman Meadows, and he loved to tell the story of how he ran against the congressman and that he didn't win, but he got to be Chief of Staff. It was always very weird. That's not necessarily somebody I would want to be ... If it were me, I mean I wouldn't want him to be my Chief of Staff. We all thought it was an interesting choice. I know that I ... Yeah there were definitely conversations about-
O. Ashmawy: Was there any gossip about it, or how that arrangement came to be?

Witness A: Other then what we heard from Mr. West, I think a lot of us speculated that there must be something that ties them together. Especially ... I mean I remember thinking, I don't know if I ever spoke to anybody about this, but I remember thinking after these articles came out, "There must have been something for him to-

O. Ashmawy: Did anyone ever speculate what that something might be?

Witness A: No. I couldn't even guess. I wish I had known. It would’ve been helpful.

P. Solis: Again I want to focus on the spring or summer of 2015, when you're out of the office.

Witness A: Okay.

P. Solis: Who were you talking to about what's happening in Representative Meadows' office? In any capacity. Is it just Martha or anyone else?

Witness A: Martha. I believe I spoke with my co-worker Alex Clark about it, because it was in the news and she had seen it.

P. Solis: I want to focus on not just the Mr. West situation, but any former co-worker who's still with Representative Meadows, or maybe someone who left Representative Meadows' office but you used to work with. Patrick Fleming or Martha.

Witness A: I guess Patrick at that point was still at the office. I think we had ... Yeah he's friends with Martha, so I'd see him every once and awhile. At that point I think he recently left the office, so he was still there. I didn't talk to him a whole lot about it, but there were a couple of g-chats exchanged I think. Whenever ... Not every time I saw him with Martha, but sometimes it would be like, "Oh this Kenny thing. Did you hear about it?" I didn't really keep in touch with many other people outside of Martha and Patrick in the office. I mean yeah. I know from Martha where everybody ... What has happened. What's the office been like.

P. Solis: What would Patrick say about what was happening?

Witness A: I think he just didn't like that these things were happening, and he didn't really ... I think a lot of people were kind of worried about saying something, at the risk of their job. I think to my knowledge initially when Phil had told the Congressman, and this is hearsay. I don't know, but Phil when he had first approach the Congressman about it, it was very tense; it was not an easy conversation to have. I think the Congressman didn't want
to believe it, so I think a lot of people were confused and it was hard for them to figure out how to handle it. I know for me, I also felt the same way.

P. Solis: Are Mr. West and the Congressman friends? Did you get that impression?

Witness A: It seemed that way, I guess. I mean for the life of me I couldn't ... That had to be the reason why ... There had to ... I mean I guess there should have been some friendship there. There wasn't very much of a working relationship. He was the Chief of Staff, but it didn't seem as if it was to be the Chief of Staff. I don't know.

O. Ashmawy: Did you ever see them interact in a friendly manner?

Witness A: Yeah I mean they were ... Yeah. They were just ... It was never anything out of the ordinary for-

O. Ashmawy: Did they seem like buddies? Did they seem like colleagues? How would you describe their interaction?

Witness A: I guess it seemed like buddies to me? I didn't see them interact all that often. I wasn't ... There was only so many times that they'd be in the office at the same time.

O. Ashmawy: Understandable. Did you ever hear any stories about them hanging out together outside of work?

Witness A: No. They went to ... I mean outside of work they were ... I shouldn't say no. Outside of work sometimes they went to events with their wives together, that were work related and like parades in the district for holidays, but I don't remember anything per like hanging out outside of the office, other than that.

P. Solis: When you said that Kenny would tell stories about how he ran against Representative Meadows, what kind of stories would he tell?

Witness A: I guess he talked about you know the debate, and how Mr. West thought he was a great debater and all that stuff. Talked about how the Congressman approached him after the election was called and asked him to be his Chief of Staff, but I mean there was never any in depth story. It was just kind of like this underlying thing that would always come up.

P. Solis: He approached him before or after the election?
Witness A: After the primary election I believe it was? I don't think there was no
general opponent, so I believe it was just after the primary. I'm not quite
sure. I don't remember.

P. Solis: Previously I had asked you in 2015, after you had left, who you kept in
contact with. You said Martha because she's a friend, Patrick a few times-

Witness A: I saw Eliza once recently.

P. Solis: Once recently?

Witness A: Yeah.

P. Solis: How long ago was that?

Witness A: This past week.

P. Solis: Okay.

Witness A: Martha had texted me after work. My office is right across the street from
the 201 Bar on Massachusetts Ave. The North Carolina Society, or
something of that nature was having a Christmas happy hour. She was
like, "Stop by. We'd love to see you", so Martha and I guess Alyssa was
there too. I only saw her for about a split second. Yeah and that was it.

P. Solis: You saw last week, what day was it?

Witness A: Thursday.

P. Solis: Thursday you saw Alyssa, Eliza, and Martha all at 201?

Witness A: Yes.

P. Solis: Okay. When you saw Alyssa for a split second, what did you guys talk
about?

Witness A: "Hi how are you? How are things going?" Nothing really. I think she went
on to talk to somebody else. I was there in total for half an hour, my
boyfriend was coming to meet me.

P. Solis: Eliza, what did you guys talk about?

Witness A: We talked about she had gone on a trip recently. We talked about my new
job. We talked about me maybe moving up at my new job, her still being
at Congressman Meadows' office. You know stuff like that. Nothing out of
the ordinary. Martha was standing with us, and I think ... I don't remember
what was said, but I think it was maybe, "Aren't you glad that" ... I don't remember who said it, it was just kind of in passing but, "Aren't you glad Kenny's out of the office?" It was like, "Something is different now." It wasn't a conversation. It was like somebody had made a comment, and then there was no conversation really after that. I don't think anybody made a comment after.

P. Solis: Was our office, or the fact that I had contacted you, or I had contacted anybody else whatsoever discussed at all in that conversation?

Witness A: No. No.

P. Solis: Alyssa, Eliza, and Martha did not bring up that I had contacted them?

Witness A: No.

O. Ashmawy: Obviously one of the things that's in the public, is that maybe Kenny West received money. You know a severance package or something like that before he left. What had you guys ... Has that come up in conversation amongst the former staff?

Witness A: Excuse me. I think ... I mean I don't ... Other than what we saw in the news, I never really got into the weeds about it. Honestly, if I'm being honest, when I left that office, I really just wanted to leave as much of it behind me as I could. I do ... I can say that at some point I did speak to ... I mean did g-chat about the article. I don't know if there was much more than that. Other then maybe another-

P. Solis: Well I have one last one to show you. This is with Patrick Fleming, and this is only a few days ago I think. No I'm sorry this is-

Witness A: Last year.

P. Solis: Sorry this is last year. Again this is September 11th, 2014.

Witness A: Yeah.

P. Solis: This is a conversation that I had with Patrick, and you wrote, "I just can't believe that he is Chief of Staff after all that." Do you remember what all that is?

Witness A: 2015? Yeah I think that was-

P. Solis: This is 2014.
Witness A: 2014. This is as I'm preparing to leave the office, after things have ... I think ... I guess ... I mean I guess this helps me get my timing straight. I guess at that point Phil had approached the congressman, and the Congressman had said that he would make sure everything was okay. I think, I can't speak to how long after that conversation this was, but I remember that there were several weeks that went by before we were made aware of any change.

P. Solis: That change would have been his sort of non-appearance in DC?

Witness A: I think that may ... I can't remember the specific circumstance of this conversation. It could have been after that. It could have been me saying you know, "I can't believe that he" ... At that point I remember that he was still Chief of Staff, so it could have been after that.

O. Ashmawy: Patrick goes on to say that, "We deserve and explanation now." An explanation for what?

Witness A: I think it was an explanation for why he was still the Chief of Staff after what the Congressman had heard.

P. Solis: Do you know if anybody got an explanation?

Witness A: Not that I know of. No.

P. Solis: Do you still keep in contact with Representative Meadows since you left?

Witness A: No.

P. Solis: Haven't spoken to him at all?

Witness A: Nope. Maybe. No. I thought I'd got a Christmas card, but I didn't. I got a Christmas card when I was still in the office, but after I left no.

P. Solis: What about Pamela Ward and Wayne King? Do you know who they are?

Witness A: They were in the district office. Pam, I'm not sure what her exact role was. Yeah they were both, and Wayne King, they were both in the district office. I think because they both requested to be on LinkedIn with me, but that was maybe the extent. I mean I would talk to them when I was in the office, but it was always professional.

P. Solis: Okay. Jennifer Elliot?

Witness A: She was our accounting person I believe?
P. Solis: In DC?

Witness A: In DC yeah. For the office. I believe she worked with several offices on the House side. I'm not-

P. Solis: Okay so she wasn't physically located in the Representative Meadows' office?

Witness A: No she did the books, so she would stop by every once and awhile. Excuse me. She did my on boarding and all that stuff. I saw her maybe once a month, once every other week.

P. Solis: Have you been contacted at all about ... Have you been contacted at all about our review, or the fact that we'd be talking to you?

Witness A: Nope.

P. Solis: Anybody who says they're a lawyer for Representative Meadows?

Witness A: No.

P. Solis: I think that's about it. You know just generally, even in the past month or so, if you've heard anything about what's going on, from anybody, can you recall any conversations?

Witness A: In the past month? No. I would've passed it along, but no I haven't.

P. Solis: Okay. I think that's pretty much all we have. Just checking real quick here.

Witness A: Yeah.

P. Solis: Oh I wanted to ask you, Phil Newman?

Witness A: Yeah.

P. Solis: Do you know where he works?

Witness A: I do, because we are both ... We both work for Senator Gardner and down the office he works with senator ... I haven't seen Phil since, but I know that he's with Cory Gardner's office.

P. Solis: Okay.

Witness A: That was by word of mouth.

P. Solis: Do you know what position he holds with-
Witness A: I think Martha told me that he was a Legislative Assistant, doing transportation work.

P. Solis: He was still with the office when you had left?

Witness A: Yes. I gave him my two weeks’ notice, and he ... I believe left not to long after I left. I can't remember though.

O. Ashmawy: Do you know who would have been, or any of the people who you stayed in touch with, who would have still been working with Representative Meadows' office in the summer of 2015?

Witness A: Not sure when Ansley left. I believe she left in the summer. Martha's still there. Alyssa is still there. Eliza is still there. Who does that leave? Patrick, I believe was there this summer? I think he left in the fall? End of the summer? I'm not sure, but-

P. Solis: Pamela and Wayne do you know?

Witness A: I have no idea.

P. Solis: Okay. Alright, I think that's all we have.

Witness A: Thank you.

P. Solis: Thank you very much.

O. Ashmawy: Thank you. We appreciate it.
Exhibit 3
Paul Solis: This is Paul Solis with the Office of Congressional Ethics, I'm joined by Annie Cho and Helen Eisner. We are here for an interview of Witness B. It is January 7, 2016. We have provided Witness B a copy of 18 U.S.C. 1001 and she signed our acknowledgement form. We can begin the interview. Witness B, where are you currently employed?

Witness B: [Redacted]

Paul Solis: Is that committee in the House of Representatives? Is it in the Senate? What's the setup?

Witness B: It's both, and the jurisdiction of the chairmanship transfers every congress, so currently it's housed within the Senate under [Redacted]

Paul Solis: Are you paid as a Senate employee, or a House employee?

Witness B: Senate.

Paul Solis: Would that change in the next congress, or ...

Witness B: Potentially, I'm still not quite sure. If I'm working under the new chairman who would be [Redacted] I believe I could be House, but I'm honestly not sure how that ... The budget items work out that way.

Paul Solis: Okay. How long have you been there?

Witness B: Since September of 2015.

Paul Solis: What's your job title?

Witness B: Professional policy staff.

Paul Solis: Did you maintain the same job title the whole time you've been there?

Witness B: Yes.

Paul Solis: Then previously, well let me ask you first, what's your job responsibilities currently?

Witness B: It was currently [indecipherable], so it's somewhat in flux, but I handle health care for the committee, as well as oversight. Then for the Senator's personal office, I handle budget issues, social security, SSTI, and non-health care portions of the senate finance committee.
Paul Solis: You said “the Senator”, is there a senator you're currently working for then?

Witness B: Dan Coats, he's also the chairman of the JEC, so a little bit of a dual role. He's retiring so there's not a lot of point to bring in new staff.

Paul Solis: Previously, before September of last year, where were you employed?

Witness B: I was with Representative Mark Meadows.

Paul Solis: Okay. When did you start in his office?

Witness B: I don't recall the exact date, but it was sometime in February of 2014.

Paul Solis: February 2014, okay. What was your job title in Representative Meadows' office?

Witness B: I started out as a legislative assistant, and by the time I left I was legislative director.

Paul Solis: What were the dates that you switched from an LA to a LD?

Witness B: I honestly don't remember the exact dates, and then there was a brief period of time where the Congressman had me as a counselor, which was just ... I saw it as kind of an elevated senior LA kind of position because I actually don't have a J.D., but I don't remember the exact dates. I do know that when Phillip Newman left, sometime I think April, March or April of 2015, that was around the time that I moved to the LD position, but there wasn't a very smooth transition, that's why I'm kind of not positive on the dates.

Paul Solis: Okay, but when you left, you had had that LD position?

Witness B: Yes.

Paul Solis: Okay. Who were your supervisors in the office, I guess throughout the time you were employed?

Witness B: From the district side, he started out as the district director, Wayne King, and he eventually became the deputy chief of staff. I didn't work with him a whole lot, but he technically was a superior. It started out with Joe Murray, he was the deputy chief, and Phillip Newman was the legislative director. Then after Joe left in, I believe it was June of 2014, Phillip became the LD/Deputy Chief and from that time out, he was my direct supervisor. Then Kenny West was the chief of staff from the time I started.
Paul Solis: Okay, let's see if we can unpack that a little bit. So, basically in terms of
direct reports or supervisors that you recognized throughout your time, it
was Wayne, Joe, Phillip, and Kenny?

Witness B: I wouldn't say Wayne was a direct supervisor. He was technically chain of
command wise, but he was pretty ... He was fairly well separated from the
D.C. office, and he really didn't get involved with D.C. matters as much,
so most of the interaction with Wayne was primarily with Phil and Joe. I
didn't work with him quite as much until the very end, I talked with him a
little bit more, but I would say the people I went to the most were D.C.
folks, and Wayne was only on the district side.

Paul Solis: When did ... Do you know if Joe was still at the office, or when did he
leave the office?

Witness B: He left in I believe it was June, 2014.

Paul Solis: 2014?

Witness B: Yes, and he went to Senator Johnson's office, and he has since left to work
with a non-profit that I can't remember the name of.

Helen Eisner: What was Joe's title?

Witness B: Deputy Chief.

Helen Eisner: Then Phil was – his title?

Witness B: He started as just legislative director, and then when Joe left, he was
legislative director/deputy chief, kind of from two hats.

Paul Solis: Kenny West then was the chief of staff, the singular chief of staff
throughout that time period?

Witness B: Except when Paul came in and took... 2015, yes.

Paul Solis: Who filed the paperwork in the office, or did payroll?

Witness B: I believe we primarily outsourced it. Jennifer did a lot of it, it was kind of

Paul Solis: Jennifer Elliot?
Witness B: Yes, she was a shared employee, but Kenny was primarily responsible for setting the payroll, and determining salaries.

Paul Solis: Do you know if Congressman Meadows had a role in that process of helping to determine salaries, or hiring and firing, that type of thing? Do you know what his role was?

Witness B: I don't think it was a very set in stone role. I know that he was involved, like he interviewed people who were coming in to make sure he was okay with them. He personally reached out to me at one point telling me that he and Kenny both discussed raise options for myself, so those kinds of things gave me an indication he was certainly involved, but I don't know the formalities or anything except I don't think there was a formal policy.

Paul Solis: How did you know that Mr. West then was involved in determining salaries?

Witness B: Because he told me. I guess this is what I'm doing when I first negotiated salary, it was directly with him. Then I remember when I moved to that counsel role, I guess in March of this past year, Mark directly emailed me saying that he and Kenny discussed my salary and they would like to put me at this amount.

Paul Solis: Okay.

Witness B: That told me Mark and Kenny were both involved as well.

Paul Solis: That was March, 2015?

Witness B: Yes.

Paul Solis: All right. Okay, I wanted to sort of ask about Mr. West. Was he chief of staff the whole time you were employed there?

Witness B: Except, again, until Paul came on board.

Paul Solis: You said in July, 2015?

Witness B: Yes, that's when Paul came on board. Kenny wasn't always in the office the whole time, but as far as I was aware, he was still listed as chief.

Helen Eisner: When you say the whole time, do you mean the whole time that you were in the office?

Witness B: Mm-hmm (affirmative).
Paul Solis: Was he chief of staff to both the district, and the D.C. office?

Witness B: Yes.

Paul Solis: Okay, so Mr. King would have had to report to him?

Witness B: Yes.

Paul Solis: Okay. What was your relationship like with Mr. West, strictly professional, were you friends outside the office?

Witness B: We were not friends outside the office. It was definitely only for work purposes. I don't think that, I mean, I never had direct professional problems. Like, he was always very praiseworthy honestly of my work, but I was respectful to him because he was my boss, but I didn't exactly like him.

Paul Solis: Okay. I asked you if he was the chief of staff the whole time while you were there, did his, do you know if his titles, his work title changed at all?

Witness B: I read, honestly, I read articles about it, but I didn't know about any title changes.

Paul Solis: Okay, so for example in April, 2015, him taking on a "senior advisor role?"

Witness B: I had no idea about that. I had no idea he was still on payroll at that point.

Paul Solis: Okay, why didn't you have any idea of that?

Witness B: Because Mark told us that ... I mean, we had a hunch something was up because his email still existed, he hadn't turned in any of his Blackberry's or anything like that, so that was odd, but he wasn't allowed to talk to anybody. He wasn't allowed to come into the offices.

Paul Solis: Okay. Well, let's ... We'll get into that.

Witness B: Okay.

Paul Solis: You were about to say Mark told you, what did Mark tell you?

Witness B: I mean Mark told us, I guess, November of 2014 that Kenny wouldn't be in the office anymore. He told me, actually I had another opportunity on the table, someone offered me their LD position. Honestly it was not a good fit, but Mark said that he would move me to LD position soon, we just needed to work out a few things, and that he wanted Kenny to be
gone, or to not be a problem anymore. I don't remember the exact
wording, he didn't say firing, I know that much. It lead me to believe that
Kenny would no longer be on payroll. That was just my interpretation, and
I honestly was kind of surprised that someone would stay on payroll after
the concerns that were raised.

Paul Solis: Okay, so we'll get into that. You mentioned Representative Meadows
mentioning he wouldn't be a problem anymore, what was the problem?

Witness B: He was sexually harassing, and what - I'm not, obviously not a legal
scholar, but he was definitely making every woman in the office feel very
uncomfortable. We presented those concerns to Mark late October, 2014, I
don't recall the exact date though.

Paul Solis: What was Representative Meadows' response to that?

Witness B: He seemed very surprised by it. He said that he was appreciative of us
bringing it up, and that he would address it, and that we shouldn't be
concerned about it at all. Then there was kind of dead silence for a while,
and we just ... I just assumed that he was trying to get past the final
campaign of the election 2014, and then come back and figure out what to
do, so not long after that he actually brought in another chief of staff to
interview us, all the females, separately, and determine whether or not, I
guess, what the consequences are. How he should react from both a legal
profession, because she was a former, I think she was a former prosecutor,
and also from the Hill of chief of staff perspective. After that, we didn't
hear a whole lot from Kenny, there was no conclusion. He occasionally
would call, but that was about it.

Paul Solis: Okay.

Witness B: We were never told what was going on, though.

Paul Solis: All right, there's a few things I want to ask there, so the first thing, first,
did you when you first ... This was happening, did you report directly to
Representative Meadows first, or did you go through another supervisor?

Witness B: I told Phil and Joe, and at that point I realized it was not uncommon
knowledge. It kind of was first brought to my attention when I was
brought on board, and I was told, "Hey, by the way, you probably don't
want to wear your hair in a ponytail when Kenny's in town, because he
really likes to play with girl's hair when it's a ponytail for some reason,
and he seems to touch girl's hair a lot, so by the way, don't do that." That
was kind of my first heads up. I just was like, okay.

Paul Solis: That's when you first started?
Witness B: Yeah, that was when I first started, but I obviously really didn't know what
to do about that. I just didn't wear my hair up. Then I slowly started to see
he would just, I don't know, there's just this creep factor about him. I don't
know how else to describe it. You just know when someone's checking
you out and he did it all the time. He would pull me into his office and just
sit down with me and just talk with me and try to just talk for an hour,
hour and a half, in the middle of the day. He would get uncomfortably
close to you and just talk to you. At one point I could honestly tell he was
trying to look down my shirt and I immediately snapped and wasn't really
thinking and I told him that I needed him to go away, for which I didn't
apologize for because I was a little concerned. I just always went to Phil
and Joe directly.

Paul Solis: Okay.

Helen Eisner: When you had the conversation when you first came on board, who was it
who gave you that heads up?

Witness B: I think more than one person told me. In the offices it's a room, a lot of
people are housed. I think it was everyone, I don't remember a specific
person starting, but it just became a conversation.

Helen Eisner: Okay.

Paul Solis: You mentioned that another Chief of Staff was brought in to interview the
women in the office. When was that?

Witness B: It was 2014. I honestly can't remember if it was November or December,
but it was after the election and it was before we broke for Christmas, but I
don't know the exact date.

Helen Eisner: This was after late October 2014 when you sent the Representative
information?

Witness B: Yes.

Helen Eisner: She would have been brought in after.

Witness B: Yes.

Paul Solis: Who was this Chief of Staff?

Witness B: Cindy Crick, I believe is the last name. She's with Trey Gowdy.
Paul Solis: What did you feel the purpose? Did she explain the purpose of her interviewing you? Would she present what you told her to Representative Meadows so you could make a decision or what was the purpose?

Witness B: I believe Mark told us what the purpose was. I don't remember the exact rationale he provided. I think it was more making sure that he covered his bases too. Make sure that there would be no charges against him for wrongful termination and making sure that we're not taking things out of context is what I took from it. I don't remember. I think it was what he should do. It was just very generalized, like that terminology.

Paul Solis: Did you all volunteer to speak with her? Did he make it a condition of employment that you speak with her?

Witness B: We were all on board with speaking. At that point, we'd already presented the concerns to Phillip to give to Mark one on one. It was already out there. I think everyone was okay with it and there was no condition of employment.

Paul Solis: Train goes by. You weren't pressured in any way?

Witness B: I didn't think so, no.

Paul Solis: During this time, after your speaking with this Chief of Staff, around this November period or prior to the holiday break, was Kenny West in the office at all?

Witness B: No, he would occasionally call or email but he was not in the office. Any calls or emails were very sporadic.

Paul Solis: Prior to that, he was the Chief of Staff in the DC office right?

Witness B: Yes. I do know at one point after we presented the issues to Mark, that same week he did go to the District office, but he never came back to the DC office.

Paul Solis: That would have happened late October?

Witness B: Yes.

Paul Solis: Do you have a question?

Helen Eisner: In late October, sorry to go back a little bit, but you said that “we presented the issues.” What precipitated that decision to present the issue at that point in time?
Witness B: It had been building. When Joe left, it was really me and Phil doing a lot
of the managerial issues and I'd been pushing more and more for
something to be done, something to be said. Not only just was Kenny
terrible and not fun to be around, but we were also just doing a disservice
to Mark. I think it started – we had an intern Tara who's actually now with
Tom Rice, South Carolina. We asked her when she finished her internship
that summer, what were your highs and lows? Couldn't tell you what her
high was but she said her low was how Kenny touched her. That was part
of it.

We brought in a new comms director, Alyssa. Very pretty girl, but she was
also in her own silo in a separate room so she became the center of
attention for Kenny. The comments that were made by to everyone were
pretty bad, but they were apparently, also this is all from Alyssa, but they
seemed to be much worse towards Alyssa and she had a harder time
standing up to it. Kenny kept saying, "Oh, I need to bring you down to the
District. Just you, I'm going to drive you around the District in my truck
all by myself. I'm going to introduce you to all the comms people in the
district." She didn't want to go. We kept trying to push it off and we kept
trying to put somebody else there with her, like if she went down, send
two people with her. Or make sure Wayne's always with her and not
Kenny, but Kenny was the boss, there was no way we could guarantee
that. We also couldn't continually brush him off for months. It was either
she has to go, which nobody wanted, or we finally needed to tell him. That
was when we finally were like, "All right, this has got to happen."

The next time, whenever Mark came up to me, we were in recess most of
that month of October. The next time Mark came up, Phil just outlined the
concerns. Each of the females put their comments down and just maybe
one to three issues they really had concerns with and then Phil presented it
to Mark.

Paul Solis: Who were the females that would have made-

Witness B: It was me, Martha Van Lieshout, she's still on staff, Alyssa Farah, still on
staff, Eliza Thurston, she's still on staff too.

Paul Solis: What about Ashley Howes?

Witness B: Oh yeah, Ashley, sorry. Yeah, Ashley was there too.

Paul Solis: After this happened, then Mr. West is not in the DC office, however he's
making sporadic calls. Were you aware at all of a either informal or formal
decision made by Representative Meadows that Mr. West is not allowed
back in the DC office? You had mentioned something earlier about that he
wasn't allowed into the office? You had used those words.
When he was still calling, I didn't personally talk to him or at least I don't recall talking to him, but he apparently was still talking about, "Oh, I'm going to be up there soon." This, that, and the other. It led me to think nothing happened at all. He's still going to be in the picture, he's still going to be the Chief and now it's going to be probably a lot worse because he knows that we all tried to basically get him fired. I emailed Cindy and the office didn't know that I was the one that did that but I did it because I knew nobody else would. I said, "Hey, this is what's happening. He is still trying to call, he's still talking about coming up here. We don't know what to do. What do you suggest?"

All I know is at that point, then later it was maybe that week or the following, Mark was very upset. Apparently someone approached him on the floor and told him that he needed to fire him immediately. Again, this is through Phil, who heard it from Mark, who was the only person there so I don't know the exact language or anything like that but that was when Mark was very upset that someone from the office spoke out. He said that Kenny's not allowed back in the office so it's not a problem.

Who did he say that to?

I don't remember him saying it to all of us, but again I'm not sure. I know he said it to Phil.

The best you can give a specific time on when he would have told that to Phil, when did that happen?


Did the calls persist from Kenny after that?

Eliza may have gotten calls if they were specifically work-related. I know that he emailed because he emailed about Ashley leaving. I remember that in February, so the following month, and then I know in March that was when Mark mentioned that he and Kenny discussed my salary for the raise. He occasionally emailed me, "Good job on a bill," something like that. Then he called Ben Williamson, who's now the legislative correspondent, he was a former intern and that's how he knows Kenny. Basically it sounded like he just wanted his stuff back from the office but he consistently told Ben, "Don't tell anybody I called. Don't tell anybody I called." So of course Ben told me he called. Then I let Mark know.

When was that?
Witness B: Maybe May, June, this past year. I honestly don't ... Ben started as part-time and he came on sometime full-time in April so it had to have been April or beyond that.

Paul Solis: As specific as you can remember, what did Ben tell you about that phone call?

Witness B: He said that he was just asking how things were going. He wanted his stuff from the office, wanted it FedEx'd.

Paul Solis: He still had his desk maintained or personal items?

Witness B: No, we were in a new office at that point and I think we just had it all up in the storage unit upstairs.

Paul Solis: Did he still have a desk in the office?

Witness B: No.

Paul Solis: No?

Witness B: Not in the new office.

Paul Solis: In the old office did he have one?

Witness B: Yes.

Paul Solis: When was the move? When did that happen?

Witness B: January 2015.

Paul Solis: January 2015 you moved to a new office. What building?

Witness B: Longworth, from Longworth. 5th floor to the ground floor.

Paul Solis: At that point, there is no work space for Kenny West?

Witness B: No, there was not.

Paul Solis: Did all other staff members at that point have work space?

Witness B: Yes.

Paul Solis: Did anybody in the office talk about that? That Kenny doesn't have a desk or any personal effects around?
Witness B: I don't remember anyone talking about it.

Paul Solis: Did Representative Meadows ever discuss that or tell someone not to create a space for Mr. West?

Witness B: I don't think it was about not creating a space for Mr. West, but what would have been the Chief's area, it was an interesting type of an office. It was divided into a separate section with two bookshelves. He suggested putting in a sitting area so that folks could take meetings.

Paul Solis: That was from Representative Meadows?

Witness B: Yes, he supported that. He liked the idea. I remember him, if he was not one of the ring leaders, he was one of the stronger supporters.

Paul Solis: Again, Ben Williamson tells you around May 2015 he gets this call from Kenny asking how things are going, and he's making inquiries about some of his personal items that may be still in the storage unit. What else was said that Ben told you about?

Witness B: I honestly don't recall a lot more. I don't think there was anything that caused red flags except for the whole continued, "Don't tell anybody I called." Then I know that we did eventually ship his things for him.

Paul Solis: When did you ship those things?

Witness B: I think it was June.

Paul Solis: Who shipped them?

Witness B: Eliza.

Paul Solis: At whose direction?

Witness B: Mark's.

Paul Solis: Where did you ship them to?

Witness B: Kenny's house, I believe. I wasn't part of that but I'm pretty sure it was Kenny's house.

Paul Solis: How did you become aware of that?

Witness B: Because they talked about how expensive it was.

Paul Solis: What are we talking about, what type of personal items?
Witness B: Calendars, a lot of Reagan paraphernalia, just trinkets on the desk, I think a statue or two.

Paul Solis: As of January, they had all been put in the storage unit?

Witness B: Yes or whenever the move was. I think it was January. It was right when the Congress changed.

Paul Solis: When you emailed that Chief of Staff, her name is Cindy, right?

Witness B: Mm-hmm (affirmative).

Paul Solis: That happened in December or January?

Witness B: January.

Paul Solis: January 2015. It sounds like calls stopped from him to the office. You either heard from you, or it went through Phil, Representative Meadows saying he's no longer allowed back in the DC office. That was sort of a definitive statement by Representative Meadows.

Witness B: Yes. He never came back.

Paul Solis: Okay. After that point until May, this sort of late winter, springtime, what is the understanding about where Mr. West is, or his place in the office?

Witness B: No one really knew.

Paul Solis: Did you ever make an inquiry about that?

Witness B: No. I can tell from Mark's reaction that this was not something that he wanted to have discussed. It was not up for discussion. We kind of got what we wanted, so there wasn't a whole lot that we could do anyway.

Paul Solis: Who was in charge of the DC office at that point?

Witness B: Phil.

Paul Solis: Phil. Are you close to Phil, or were you close to Phil?

Witness B: Yes.

Paul Solis: Is Phil talking to you at all about what's going on?

Witness B: A little bit, but he didn't seem to know what Kenny's exact role was either.
Paul Solis: Did Phil and Representative Meadows have a close relationship?

Witness B: Most of the time. They certainly had their .. Around this subject, there was tension, which was also kind of what led me to not ask, just because I knew that that was one of the few points of contention that existed with them. Otherwise, I think that Mark really did like Phil, and I think Phil respected Mark until some of this stuff happened, and he saw that Mark did not let Kenny go. I think like myself, he was a little alarmed by that.

Paul Solis: Again, in this late winter, springtime, are you aware, I mean do you have definitive knowledge that Kenny West is still on staff or playing some role?

Witness B: It was when he sent the email for Ashley, and when Mark in February. Then he also ... That was when Mark emailed me saying that he and Kenny had discussed my salary, and they thought that I deserved this amount of a pay raise. I could also just see on disbursements when they came out quarterly. He still had his emails up and running. We were still having to put him on staff-wide emails. Little things like that told me something was, he was still ... He still had his BlackBerry. He still had access. The email address was still active. Something told me that he wasn't entirely out of the picture, but I never knew what that was.

Paul Solis: Okay. When that call came into Ben Williamson, did that change your perception of what was going on?

Witness B: No, because I still knew that he had an active email address. I was surprised he was calling, but not entirely, no.

Paul Solis: But the fact that he asked for his personal items, did that change any perception you had of what was happening?

Witness B: No.

Paul Solis: Then, after May of 2015, and you get into the summer, and you had taken on a new role, right? You were legislative director?

Witness B: Mm-hmm (affirmative).

Paul Solis: Okay. Is Phil still there at that point?

Witness B: No.

Paul Solis: Okay. Who was leading the office, or you know, June?

Witness B: I was. In 2015?
Paul Solis: Yes.

Witness B: I was.

Paul Solis: Okay. You were taking on a Chief of Staff-type role?

Witness B: I would say it was the full Chief of Staff responsibility. I will say that Mark did send out an email in April when Phil left saying that he was also going to look for a new chief who is DC-based, which I honestly did think that Kenny would be gone at that point. I do remember he mentioned there would be a gradual process, but never what that looked like, but because we knew that there was going to be a new chief, I never took on full chief responsibilities. I kind of just maintained what I was doing, and Mark stepped in when needed.

Paul Solis: I want to figure that out a little bit more with you. You said you knew there was going to be a new chief.

Witness B: Yeah.

Paul Solis: Why did you know that?

Witness B: In April, I will say, Mark said that he wanted a DC-based Chief, and he was ... Yeah.

Paul Solis: Okay. That was clear that it wasn't going to be a return of Mr. West?

Witness B: I thought so. Yeah.

Paul Solis: Okay. When he explained that to the staff through an email or even in conversation, was there any discussion at all about Mr. West's role, or what would be Mr. West's role?

Witness B: I think everyone just took that as being he's officially fired.

Paul Solis: That would have been in April?

Witness B: Yes, because it was the same time Phil left.

Paul Solis: Okay, I just want to be clear. I had asked you previously when Ben got that call in May, did your perception change?

Witness B: Yeah. Sorry. I guess it didn't change, because I already thought that he was kind of done, and because Kenny was not coming up. Kenny hadn't been up in months, and it didn't change because I never thought that Kenny was coming back up.
Paul Solis: Okay. In April 2015, or as April's passing, you're thinking that Kenny is fired, or is terminated with employment in Representative Meadows office?

Witness B: Yeah.

Paul Solis: I don't mean to put words in your mouth. Can you tell me what your-

Witness B: As far as I knew, yeah, but I, of course, I didn't honestly, when the reports came out, I did look back in that email, and it never actually said that he was fired.

Paul Solis: At that time, you have close coworkers that you speak with. What is everybody else saying when they get that email?

Witness B: They thought he was gone too. I remember I actually told my husband Kenny and Phil are both leaving. I honestly took that as he was actually gone, gone.

Paul Solis: Are you having conversations with other staffers in the office about that?

Witness B: I remember Phil and I saying that we were shocked, like we were very surprised. We kind of just succumbed to this idea of, "All right, well he's still here. He's still going to be the Chief. He's just not going to be in the office." I remember we both were very surprised by it.

Paul Solis: Around that time, was there any searches made by Representative Meadows for a new chief, a DC-based Chief? Did he interview anybody?

Witness B: I don't remember when interviews started, but he did interview people. It took him a long time. I do remember that. I want to say he started around May. I would honestly have to double check the dates exactly, but he started like a number of months before Paul actually came on board. I know it wasn't June when he started. I know what much. It was at least April, May. I don't remember the dates, honestly.

Paul Solis: How do you know that he's interviewing Chiefs?

Witness B: We, of course our scheduler, Eliza at the time told us, and I actually had a friend of mine who was from the district, who's been on the Hill for a number of years. He's currently deputy chief who came in to interview.

Helen Eisner: That kind of interim chief position, while people were being interviewed, did you have any responsibility for payroll?

Witness B: No.
Helen Eisner: Who would have, I think you had mentioned to us that Kenny did have some responsibility for that, in addition to it being outsourced. Who would have taken on that responsibility?

Witness B: It was my understanding that was Mark.

Helen Eisner: Okay. Why was that your understanding?

Witness B: That would be the only person who could. Wayne didn't handle payroll. He didn't know what was going on. I didn't handle it. Eliza wasn't handling it. Nobody else was handling it.

Paul Solis: What about Jennifer?

Witness B: Jennifer takes direction from the office, though. She couldn't ...

Paul Solis: So the way it typically worked before Kenny left was Kenny would sort of tell Jennifer, and Jennifer would file.

Witness B: Right.

Paul Solis: Okay. In the absence of Kenny, if you didn't do it, Eliza wasn't doing it, you're saying you think it came from Representative Meadows?

Witness B: Yes. He never told me that, but that was the only logical conclusion I could come to.

Paul Solis: Okay. He never asked you to do that?

Witness B: No.

Paul Solis: Phil left in ... Sorry, refresh me again when Phil left.

Witness B: Sometime in April. I think it was mid-April.

Paul Solis: May to June, before Paul starts, any filings with payroll are most likely coming from Representative Meadows?

Witness B: Yes. It would have actually been pretty late June, so the day ... The final week we're in session July of last year, that Monday was Paul's first day. His second day, I remember was when Mark filed his resolution, his discharge petition. That was Paul's second day on the job. Up until that point, it would all had to have been Mark as far as I know.

Paul Solis: Okay. When Paul started, did you have a good relationship with Paul?
Witness B: Yeah, I think Paul is really nice. I think he's a great guy, actually.

Paul Solis: Did Paul ever mention Kenny?

Witness B: He mentioned at one point, because we talked about how we all as an office had to be extremely conscious in what was said, because Mark has a target on his back by all means. We both were well aware that the Kenny thing very well could become public any day. He had mentioned, "Yes, I know about that. It has been handled. It may not have been handled as quickly as maybe it should have been, but at least that's done. There's a new chief on board," kind of thing. Like, "I'm running the show now."

Paul Solis: Okay.

Witness B: We just kind have to all be cautious. It was kind of just like a, "Let's be sure we're all like not just gabbing," kind of thing. It wasn't actually talking about what happened with Kenny.

Paul Solis: Okay. So Paul starts. Paul recognizes. He understands that this occurred. He said he mentioned to you that it's been handled.

Witness B: Yes. Then I think he meant as in like he's no longer in the picture. I do remember when, I think first reports from Politico came out about the mileage reimbursement. Alyssa had mentioned to me, because she had to handle the press side of it that Paul seemed genuinely very surprised by this and he didn't seem to know about what had happened in the months before he came on board. Then he met with Jennifer Elliott to kind of figure all that out, but I wasn't part of any of that.

Paul Solis: Okay. Then the next reports that come out about Mr. West and severance pay and those types of things. Do you recall that?

Witness B: Yes. That one was Politico. It was before the Huffington Post piece, I think. I was gone by that point. I do remember that, and I remember I was really surprised.

Paul Solis: What were you surprised about?

Witness B: I was surprised that he was still on payroll after April. I was honestly surprised and had always been surprised that he was still on payroll without a change in salary that whole time since we told him in October. Then the fact that he was on payroll from October through the following September, I was ... I don't know. It's just kind of shocking to think that someone wouldn't do anything.
Paul Solis: In at least one or two of those pieces, Ms. Farrah was quoted. Did she talk to you about her response to the press?

Witness B: Which response?

Paul Solis: I'm not sure which one it was, but I know she was quoted in one of the pieces. Something about, it was severance or a lump sum payment or something.

Witness B: Yeah.

Paul Solis: Did she talk to you about that?

Witness B: No, I think that was something that she and ... I remember about it. I think that was a direct Mark quote, but it was something that she and Paul and Mark kind of hashed out with themselves, amongst the three of them.

Paul Solis: Were you in the office at that point?

Witness B: I was in the office, but honestly I felt like ... I think Mark knew I was looking at that point, and so I wasn't part of those conversations, and I had been looking for a while.

Paul Solis: Okay. Again, when this is happening, and you said you were surprised that he had potentially been receiving a full salary during that time, did you talk to Representative Meadows about it? Did you bring it up with anybody?

Witness B: No. I remember talking to Alyssa about it because we were both just surprised, because we were like, "Well, I thought he was fired." That's when I started to go back to find that email. I realized, "Oh, it never actually said he was fired. He just said he's going to be stepping down, no conclusion as to when." That was when Mark wanted a DC based Chief. I tried not to talk, because I know there was anxiety already, in the office. I didn't talk openly amongst staff. This was all Gchat kind of stuff. It was never openly discussed. I didn't talk to Mark about it.

Paul Solis: Given that you mentioned Alyssa and Paul and Representative Meadows were figuring out how to respond to the press, and sounds like you had spoken to Alyssa about this. What was her take on it?

Witness B: I don't think that she realized, at first ... I don't think that first of all, she came up with that direct quote. I think it was just from Mark, because she didn't know about it. She didn't seem to know about it at least, until the reports came out. She was very stressed out about it. She was not happy that all this had gone down.
Paul Solis: She told you that?

Witness B: Yeah. I mean we were both just very stressed out and very just concerned. It wasn't just that, it was also ... I think we were also just both frustrated because he filed that motion of discharge without telling anyone on staff either. I think it was just the culmination of all of it, all at once, was just a lot. It was a very high tension week.

Paul Solis: Okay. What about Paul? Was Paul saying anything to the staff while this was coming out? You know trying …

Witness B: Paul was very positive. He tried to do what he could to make sure everyone was okay. He tried to be very calm. He actually did a very good job in going to Ethics trying to get everything figured out. Working with Mark, working with Jennifer, making sure money was paid back for the mileage. I think that he was physically stressed, but he never expressed frustration, or anything like that, to any of the staff.

Paul Solis: What about the specific issue of Mr. West staying on the payroll, and getting paid through the summer, did Paul talk about that at all?

Witness B: No.

Paul Solis: Did he talk about whether he felt that to be something made out of the press, or that it's not accurate, or whether it's true? Did he discuss it at all?

Witness B: No. No one ever claimed it was false, no. He never discussed it. He was actually very positive, never said anything negative. I don't recall discussing it with him at all.

Paul Solis: How did you know that the issue was being taken to the Ethics Committee?

Witness B: Politico Reports. I saw that outside organizations had filed petitions for it to be reviewed. Then, I knew for sure, when you called me.

Paul Solis: At the time it was happening, was anything taken to the Ethics Committee?

Witness B: All I knew is that he had to go talk to Ethics.

Paul Solis: Representative Meadows?

Witness B: Yeah. Or, to House Administration. I couldn't remember. One of the two. I didn't take that as, they were actually investigating. I remember we had a
Facebook ad that didn't get franking approval and we had to remove it. I didn't take that as a full investigation.

Paul Solis: When you say, "He had to go," do you know if he was asked by the Committee?

Witness B: I'm pretty sure he was asked to go.

Paul Solis: Do you know if it's the Ethics Committee or the Committee of House Administration?

Witness B: You know, I really ... I don't know. I knew at the time, but I honestly can't remember. Now, I'm second guessing myself. I'm not positive, but he and Paul went.

Paul Solis: I've asked you extensive questions about this summer period. Especially after Representative Meadows sends you an email in April. You said you ... Again, if I get any of this wrong, let me know. You said that you were, at that point, thinking that Mr. West was no longer with the office.

Witness B: Mm-hmm (affirmative).

Paul Solis: You had taken on other responsibilities, in sort of a leadership role. Interviews were being conducted. Paul had started in July. You know, when the reports come out, that Mr. West is still being paid, I believe you used the word earlier, you said, "Ghost Figure." Then you mentioned that it was surprising to you. Did you know whether or not Mr. West was still on staff, at all, during that time?

Witness B: I assumed he was not, but I was never told directly he was no longer on staff. I thought he was not on staff.

Paul Solis: Did other staffers in the office share that perception?

Witness B: Yes.

Paul Solis: Who would that have been?

Witness B: Alyssa, Patrick Fleming, Martha VanLieshout, Ben Williamson, Eliza Thurston and, I know Wayne King. I never asked him directly, but he would have been one of the people who would've been involved.


Helen Eisner: I have a few more questions.
Paul Solis: Sure.

Helen Eisner: Just, kind of, separate chain of thought here. What was the procedure in the office when people left the office? I guess you recently went through this. How did that work?

Witness B: You had to file some paperwork, I just gave them two weeks. Filed the new paperwork over here. Got the IT sent down. It was fairly smooth transition.

Helen Eisner: You filed paperwork and then sent it over ... Filed paperwork with Representative Meadows or?

Witness B: Yeah. It's like office and payroll kind of stuff.

Helen Eisner: Okay.

Witness B: It's not with the actual office.

Helen Eisner: Okay.

Witness B: It was kind of House wide payroll paperwork.

Helen Eisner: What about housekeeping things? What was the typical procedure there?

Witness B: Making sure folks are caught up to date on what you’re doing, contacts, giving contact information over, information on legislation I worked on, bills, that kind of thing.

Helen Eisner: Turn in Blackberrys, that kind of thing?

Witness B: Yes.

Helen Eisner: Any specific procedures within the office, outside of House Administration? Catching people up?

Witness B: Departure emails, turning in information, any kind of security information, usually, if not an auto, like "Hey, I'm no longer with the office," and then just straight to leaving. Sometimes, with Phil's emails, a lot of them were then redirected to my email account. Turn in parking. That kind of stuff.

Helen Eisner: What about any procedures in regards to sick time, or vacation time, anything like that, if you hadn't used it?

Witness B: I never got paid out. I was never aware of any policy like that, and I never got paid out for anything.
Helen Eisner: Anything else, specific, about the office, that would be noteworthy?

Witness B: Nothing that comes to mind, honestly.

Helen Eisner: Okay.

Paul Solis: Do you still keep in contact with current staffers in the Representative Meadows’ office?

Witness B: I talk to Alyssa occasionally. Yeah.

Paul Solis: Okay.

Witness B: Not too recently, I think it was September, October, someone asked me if I knew of any LCS, and I asked Ben if he'd be interested. That's probably the last time I really chatted with him.

Paul Solis: Okay. When you speak with Alyssa, would you consider yourself personal friends?

Witness B: Yes.

Paul Solis: Do you speak with her outside of the House Complex? You guys would go out to just …

Witness B: We haven't as much. Yeah. We'll occasionally grab lunch. It's not a close friendship, but I still keep in touch with her. Yeah.

Paul Solis: What has she told you about things, since you've left?

Witness B: We honestly don't talk that much about the office. She has said that Mark seems to miss me and wishes that he hadn't started to push me out. I think he only did that because he knew I was looking. Paul was doing well. I think it's just basic, "Oh, Hey. Here's what's going on. We have a new staff assistant." It's nothing really specific or detailed.

Paul Solis: Does she ever mention Mr. West to you?

Witness B: Not since I left, no.

Paul Solis: You said, "Push me out," what do you mean by that?

Witness B: I just got the impression that he wanted somebody who was going to be behind him. The fact that he didn't tell me about the discharge position gave me some concern that he didn't trust me. He didn't include me as much in his conversations. Like, with the Freedom Caucus, not that,
necessarily he should, I just didn't get the impression that he wanted an
LD in its traditional sense of an LD. Someone who's actually running
policy shop, who's involved in it. I know that he thought that I was
interviewing elsewhere. So, at that point, he was like, "Okay. She wants to
leave."

Paul Solis: Is it in any way, that feeling, tied to the issue with Mr. West, or you
sending that email to Cindy?

Witness B: I don't know he knows it was me. I get the impression he thinks that I had
more to do with people knowing about Kenny West, but that's never been
directly from him. Other than when he brought Cindy in, I wasn't really
going around, because I didn't really want people knowing about it. I
didn't really want to be the face of sexual harassment in the office place. I,
of course, came to learn that everybody already kind of knew about
Kenny. Apparently he was – this is all hearsay, through Phil. Apparently
he was kind of a laughing stock of the entire North Carolina delegation.
He wasn't even invited to Chiefs' meetings anymore, because he creeped
out a couple Chiefs and people just didn't like him. This was not any news,
to anybody, that he was not pleasant to work with.

Paul Solis: Do you know if the same things, about the potential harassment, or
making people feel uncomfortable, do you know if that happened in the
district as well?

Witness B: I do. I have heard, this is before I came on board, that someone raised it to
Mark's attention, before I ever came on board. I don't recall who that was.
I know it was one of the more senior women. I honestly don't remember.
Again, I was not on staff. Don't know about it. He would always try to hug
her too closely. She felt like it was always him trying to feel her chest, and
look down her shirt, and she didn't like that.

Paul Solis: This is a district employee?

Witness B: Yes. Again, I never saw that email, but according to, I think Phil told me,
and that Mark just forwarded it to Kenny. I never saw any of this. Then, I
know, the same week that we presented our concerns to Mark, something
happened with Savannah in our district office. I never knew what it was. I
don't know if anybody ever knew exactly what it was. All I know is, it was
enough for her to cry. Then, I believe it was Pam, with the district office,
she physically blocked Kenny from coming into the office and told him
that he was not allowed in anymore and if he had issues with it, then she
would go to the Sheriff's Office, and let him deal with it.

Paul Solis: How did you know that Pam did that?
Witness B: Phil told me.

Paul Solis: When did that happen?

Witness B: The same week we presented our concerns to Mark. Kenny, of course, was not happy about that. Wayne knew about it, then Mark knew about it. According to Phil, Mark kind of insinuated to Phil, that we, basically, created, like we conspired. He and Wayne conspired to get us to say things, and plan all this out, so that they could move up.

Paul Solis: That came from Representative Meadows?

Witness B: It came through Phil from him. Yes. This is not anything I personally heard.

Paul Solis: Were they close, Representative Meadows and Kenny?

Witness B: I thought so. Kenny always said they were best friends. I never had reason to think that they weren't.

Paul Solis: Because he ran against him in a primary.

Witness B: I know. I don't know what transpired, at all, to make that happen. Mark just said they became close, somehow, became friends during the election. I never understood what went on. I never asked really. Kenny always made it sound like they were closer friends than I would say Mark did, but they never had visual animosity, or anything like that. At least that I saw. I also don't really know if there was some that I just wasn't a part of.

Paul Solis: As of, let's say January of 2015, up in to, let's say May, when he's not at all in the DC office, do you know if he's even, Mr. West, is even walking in to the district office?

Witness B: Not that I know of.


Witness B: I think it was that, plus the concerns we raised. I think it was everything.

Paul Solis: That physical blocking of him, into the office, would have happened in October 2014? Around that time?

Witness B: Yes, I believe so.
Paul Solis: If he's out of the DC office, it's your perception, at least, that he's not even allowed in the district office, during 2015?

Witness B: Yes.

Paul Solis: When was the last time you saw everybody together? Ashley and Martha and Alyssa?

Witness B: It was probably around the time Ashley left the office. I guess that was February. I know Ashley and Martha kept up a little bit more, but I think that was it.

Paul Solis: Did you see them last month? Was there an event at Bar 201? Were you there?

Witness B: Oh, for the North Carolina thing?

Paul Solis: I think that might have been it.

Witness B: North Carolina Beverage Association?

Paul Solis: Possibly.

Witness B: I didn't go to that. My husband was at that.

Paul Solis: Okay.

Witness B: I didn't go.

Paul Solis: Before I called you yesterday, had you heard at all, from anybody, that the OCE was looking into this matter?

Witness B: No.

Paul Solis: Okay. No calls from Alyssa or Martha, or anybody?

Witness B: No.

Paul Solis: Emails or Gchats?

Witness B: No.

Paul Solis: What about Representative Meadows? Anybody, a lawyer of his, or anybody, reaching out to you? Has anybody contacted you?
Witness B: No. I did, actually, run into Mr. Meadows yesterday though. My husband parks his car on the House side. I walked over and I happened to run into him in the hall. It was fairly cordial actually.

Paul Solis: Okay.

Witness B: Is your husband employed by Representative Meadows?

Paul Solis: No. He is employed by [redacted] who's also in the delegation now.

Helen Eisner: When was the last time you saw Kenny West?

Witness B: I honestly don't remember. He didn't come up to the office much at all, even before any of this happened. I honestly couldn't tell you.

Paul Solis: But he was the DC Chief of Staff, right?

Witness B: He was never really based out of DC though.

Paul Solis: Okay.

Witness B: He was rarely ever in the office. I honestly couldn't tell you when I last saw him.

Paul Solis: In all of 2015, did you see him?

Witness B: Yes.

Paul Solis: Okay. When did you see him in 2015?

Witness B: Whenever he was up here. I don't remember the dates. He didn't live in DC though.

Paul Solis: Okay. I just want to make sure that I'm understanding that then.

Witness B: Wait, sorry.

Paul Solis: You're 2015 ...

Witness B: 2015 was last year. No I did not.

Paul Solis: Okay.


Paul Solis: Right.
Witness B: 2015, no I did not see him at all.

Paul Solis: Then, through the summer, until you left, did he make any phone calls to the office, after that time with Ben Williamson in May?

Witness B: Not that I recall, no.

Helen Eisner: Or any communications -

Paul Solis: Or emails?

Witness B: I don't remember. I don't remember ever hearing of any. I, personally, never heard from him.

Paul Solis: Any questions? Anything else that you'd like to share with us that we may have left out. Anything that we might be missing that you would like to provide us with?

Witness B: Not a lot's coming to mind.

Paul Solis: Okay.

Witness B: But, I'm going to let you know, because, I have to decompress and think about it.

Paul Solis: Do you have emails and Gchats, and things like that, contemporaneous with when this happening, with members of the staff?

Witness B: I don't have the Gchats. Emails, I don't know. I would have to look. I remember going through a search, fairly recently, in part because I had been trying to finding emails from my House side, making sure they don't come over. I did look through some for Kenny, that's when I recalled the dates for like Cindy and Ashley's departure, so I do, definitely have those.

Paul Solis: Those would have been House emails or on personal email?

Witness B: House email.

Paul Solis: Even though you have a Senate email address, you still have access to your House...?

Witness B: I have old emails. It's, as far as I know, it's an inactive account though. I don't have access to it. But, the IT folks saved it on my personal external hard drive, so I could take some over, for like my contacts, bills, and what not.
Paul Solis: What about your personal email? Would you discuss these issues at that time on any personal emails?

Witness B: I sent my concerns to Phil on personal email. He then took to Mark. I have that. I would have to look, honestly.

Paul Solis: Okay.

Witness B: I don't think we emailed a lot. I have my Gchat set up, that they don't save, just because it takes up space. I just always had that.

Paul Solis: I think, right now, we would ask you to not delete anything related to your previous employment, Mr. West, the concerns at that point, interactions with other staffers, out of both your old House emails and your personal email. We may make a request to you, for you for that. You can consider it. It's not a certainty that we're going to. At this point, we're going to suggest and request that you preserve those emails.

Witness B: Okay. If I were to send them, would they then know?

Paul Solis: No. I mean, again, if you sent them to us, we could go through them and discuss with you steps that can be taken to ensure confidentiality and anonymity. We can discuss those at the time, if we do make the request.

Witness B: Okay.

Paul Solis: Okay. I think that's all the questions we have. Thank you very much.

Witness B: Thank you.
Exhibit 4
P. Solis: This Paul Solis with the Office of Congressional Ethics. I am joined by Annie Cho and Helen Eisner also with the OCE. This is an interview of Witness C on January 14, 2016. I have previously provided Witness C with a copy of 18 U.S.C. 1001, which she has reviewed. She also responded by submitting the 18 U.S.C. 1001 acknowledgement form to our office. We can begin the interview. Witness C, I want to let you know we have spoken to some people outside the office, other witnesses, so not all the questions I ask you will be because I don't know the answer to them, so it'll be important that you tell the truth. It's just an aspect of our office of making sure that all witnesses that we speak to are credible. Is that all right?

Witness C: Sure.

P. Solis: I want to go with a little bit of background first. Where are you currently employed?

Witness C: I work at Christ School in Arden, North Carolina.

P. Solis: How long have you been there?

Witness C: I've been there since August 24th of 2015.

P. Solis: What's your job title?

Witness C: Advancement office director, or office manager, I'm sorry.

P. Solis: I want to get that. It's advancement office manager?

Witness C: That's correct.

P. Solis: Prior to your position at the school, where were you employed?

Witness C: I worked for Congressman Mark Meadows first as a staff assistant and later as a field representative.

P. Solis: When did you start employment there?

Witness C: I began employment June of 2014.

P. Solis: So from June of 2014 until August of 2015, you were employed with Representative Meadows?

Witness C: Correct.

P. Solis: You mentioned you were a staff assistant and also a field representative. Out of that year or so, a little over a year period you were employed at the office, what
months were you a staff assistant, and what months were you a field
representative?

Witness C: Let's see. I believe I made the transition to field representative in December of
2014. It could have been January of 2015.

P. Solis: Were you always based in the district office, or did you ever work in DC?

Witness C: I've never worked in the DC office.

P. Solis: Who else worked with you in the district office during your time with
Representative Meadows?

Witness C: I worked with Wayne King, Pam Ward, Tate Apodaca and Deborah Potter.

P. Solis: So Wayne King, Pam Ward, what was the third name you mentioned?

Witness C: Tate Apodaca.

P. Solis: Tate Apodaca, okay, and then Deborah Potter.

Witness C: Deborah Potter, mm-hmm (affirmative).

P. Solis: In that district office who did you report to?

Witness C: I reported to Wayne King.

P. Solis: What was his title?

Witness C: Wayne is the deputy chief of staff and district director.

P. Solis: Did he hold that title the whole time you were with the office?

Witness C: I believe he was promoted to deputy chief of staff during my time at the office,
but I can't remember for sure. I believe when I started he was just the district
director.

H. Eisner: Who hired you? Sorry, this is Helen Eisner speaking. You said you started as a
staff assistant in June 2014.

Witness C: Correct.

H. Eisner: Who hired you?

Witness C: I was hired actually by Congressman Meadows. I had previously interned in the
office during the summer of 2013, and he offered me a job the following year.
And you had interned in the district or in DC?

In the district.

Pam Ward, what is her job title?

Pam Ward is the office manager.

Did she hold that title the whole time you were employed at the office?

Yes.

Who filed paperwork for the office, so payroll forms and things like that with the House, any administrative paperwork?

To the best of my knowledge, that type of paperwork was handled by either Wayne King or Kenny West. There was never much clarity given on who was responsible for that.

Do you know who had that responsibility in the DC office?

I do not.

You mentioned Mr. West. Who is he? What was his job title with Representative Meadows?

He was the chief of staff.

Did he have that title the entire time you were there?

I believe he was terminated before my time ended there, but yes.

I'll go back to that aspect of your statement a little bit later, but I want to get some of this background down first. Was Mr. West based out of the district office or DC office?

DC office.

You said DC?

Yes, correct.

How do you know that?

He was never in the district unless he was accompanying the Congressman. I guess that that's just an assumption on my part that he was based out of DC.
P. Solis: The time that you're aware of that he was employed with the office, while you were there as well, he didn't spend much time in the district, is that fair to say?

Witness C: Yes.

P. Solis: Do you know if he lived in DC?

Witness C: I believe he keeps his permanent residence in North Carolina. I don't think he had a home of any kind in DC.

P. Solis: If he's based out of DC, do you know where he's living, or where he's staying?

Witness C: I believe that he would stay in hotels.

P. Solis: Do you know if Mr. West changed job titles during the time you were there?

Witness C: No, I don't believe so.

P. Solis: You believe he was chief of staff the entire time?

Witness C: Yes.

P. Solis: Does it maybe refresh your recollection if some time in 2015 his title changed to senior advisor? Do you know if you heard about that?

Witness C: We were told at that point that he was no longer working for our office, so what we were told, and, I guess, what had actually happened was different. I never knew him to be a senior advisor. I only knew him as the chief of staff.

P. Solis: Let's jump into this now. You mentioned a couple times, you said you believe he was terminated. You just mentioned that we were told he was no longer with the office. When were you told that?

Witness C: We received an email from Congressman Meadows, and I honestly cannot remember the date, it would have been some time maybe in spring or early summer of 2015, stating that Kenny West was no longer employed by our office.

P. Solis: Do you know if that happened in April?

Witness C: That seems about right.

P. Solis: And you recall the email?

Witness C: I do.

P. Solis: Do you recall what actually the text of it read?
Witness C: It was very clear and explicit that Kenny West was no longer employed by our office.

P. Solis: Did that go out to everybody in the office, district and in DC?

Witness C: If I remember correctly, it was to the entire staff minus interns I believe.

H. Eisner: Was that email sent from an official House of Representatives account, or would it have gone to a personal email account?

Witness C: It would have been sent from his official @house.gov email account.

P. Solis: And that's been sent to your mail.house.gov email account?

Witness C: Right.

P. Solis: Prior to that email, did anybody else tell you that Mr. West was no longer with the office?

Witness C: The email was the first indication that I had that he was no longer with our office.

P. Solis: So when you mentioned to us that you believed he was terminated in 2015, it's because after that email had been sent to you, you formed that basis of that belief?

Witness C: Correct.

P. Solis: We've talked to other witnesses and we have a general understanding of some of the things that were happening in the office in late 2014 and 2015 both in DC and in the districts. But I want to hear from you. Were there some incidents with Mr. West that were problematic for you or for anybody in the district that may have caused you to report certain behaviors or activities by Mr. West to your superiors?

Witness C: I reported after a performance review that I had with Mr. West to Wayne King that Kenny West made me feel very uncomfortable and that I would prefer that in the future that he keeps his distance from me.

P. Solis: When was that evaluation?

Witness C: Maybe October or November. I'm sorry, I don't remember specifically.

P. Solis: Of 2014?

Witness C: Yes.

P. Solis: Was there a specific incident or event that allowed you to provide that information to Wayne King?
Witness C: Kenny was just very ... he would make comments and remarks that made me feel uncomfortable and also very touchy. He would place his hand on my shoulder and on my back, and it just felt very uncomfortable.

H. Eisner: Is that specific to October 2014, or can you give us a time frame for your observation of these comments or that type of touching?

Witness C: He always kind of made me feel uncomfortable, but that incident was the only one I felt a real need to let somebody know.

H. Eisner: I know that some of this might be sensitive, but if you can tell us what those comments were so we can have an understanding of that.

Witness C: Sure. It was nothing explicit or anything blatant, just things that didn't feel appropriate, maybe about liking an outfit or the way something looked, things of that nature.

P. Solis: Do you know if Mr. King reported this to Representative Meadows?

Witness C: I believe he did, yes.

P. Solis: And why do you believe that?

Witness C: Well, there is a confusing series of events that occurred afterwards where an email was sent that implied that we shouldn't talk about the incident and what happened, that it should be dropped, I guess, for lack of a better word, that came from Congressman Meadows. He really just sent an email stating that ... no, no, I'm sorry.

The first email came from Wayne King that the incident should not be talked about any further and dropped. That email was followed up from an email from Congressman Meadows stating that he was referring to Deborah Potter, and I believe that that was at the same time that she was fired from our office. It was a confusing series of emails related to the event and also to Deb Potter.

P. Solis: Okay, so this would have occurred after you reported this to Wayne King in October 2014?

Witness C: Right.

P. Solis: Okay, but Representative Meadows was aware and responded it to Mr. King?

Witness C: Yes.

P. Solis: How did you know these emails were going back and forth? Were you cc'ed on them?
Witness C: I believe they were sent directly to me. I was either cc'ed or they were being sent directly to me.

H. Eisner: Was anyone else included on the email besides you and Wayne King?

Witness C: It's possible that Pam Ward would have been included as well, but I can't remember that for sure.

P. Solis: After that happened, what was your understanding of Mr. West's place in the office after you made that report?

Witness C: As far as I know, nothing was altered. He continued on as chief of staff and no action was taken.

P. Solis: How do you know that?

Witness C: That's the impression I got. It was never followed up on with me beyond those emails.

P. Solis: Was he still receiving emails or sending emails or making phone calls?

Witness C: He would occasionally send some emails. We never heard from him much in the district. He was not very involved in our day-to-day operations, or involved at all really.

P. Solis: After you reported that to Mr. King in October of 2014, did Mr. West ever come back into the district office?

Witness C: He came actually the next day to the office.

P. Solis: Did he discuss with anybody what you had reported to Mr. King?

Witness C: He came into the office and Pam Ward, who was there with me, asked him to please leave the office because we both felt uncomfortable with him there. They argued back and forth about that for maybe 5 minutes and ultimately ended with Mr. King leaving the office.

P. Solis: Mr. King or Mr. West?

Witness C: Mr. West.

P. Solis: Okay, and you witnessed this interaction between Ms. Ward and Mr. West?

Witness C: I did.

H. Eisner: You mentioned that ...
P. Solis: I'm sorry, you were cut out a little bit there. You did witness it?

Witness C: I did.

P. Solis: Okay.

H. Eisner: You mentioned that Pam felt uncomfortable. Can you explain that to us?

Witness C: Yes. I can't speak for Pam honestly, I just know what she said that day and she included herself in feeling uncomfortable in that situation and around Mr. West.

P. Solis: When she told him that he should leave that day, did you ever see him again in the office?

Witness C: No, I believe that's the last time I saw him.

P. Solis: Still to this day that's the last time you saw him?

Witness C: I saw him at an election party after Congressman Meadows had been re-elected, but as far as in the office, I believe that was the last time he was there.

P. Solis: Okay. When Ms. Ward was having this interaction with Mr. West, did she reference whether or not Representative Meadows had said he's not allowed in the office or that Representative Meadows didn't want him in the office?

Witness C: No, we didn't know how Representative Meadows felt about him being in the office at that point or at any point after that.

P. Solis: Okay, but for this one election party that presumably was 2014, right, in November, December 2014?

Witness C: Right.

P. Solis: But for that event, you never saw Mr. West again after that interaction he had with Ms. Ward?

Witness C: Correct.

P. Solis: Okay.

Witness C: To the best of my knowledge, I can't remember seeing him again after that. Nothing coming to mind.

P. Solis: Do you know about anything similar that was going on in the D.C. office with Mr. West, that whether similar reports were made to supervisors in the D.C. office?
Witness C: Only through office gossip, nothing confirmed. I never spoke to anyone specifically in D.C. about making a complaint against Kenny West.

P. Solis: Were you friends with anybody in the D.C. office?

Witness C: No, I wouldn't describe myself as friends with anyone in the D.C. office. I had friendly interactions with Philip Newman, who was the legislative director. Beyond that, he helped me for a while look for another job, but beyond that, no.

P. Solis: When did Mr. Newman leave Representative Meadows’ office?

Witness C: You know, I cannot remember. I don't know.

P. Solis: Okay, so moving into early 2015, in the spring of 2015, is Mr. West sending emails or making phone calls to the office at all?

Witness C: He may have sent me occasional emails. I don't believe he made any phone calls to the office. Generally, from what I understood, he would call Wayne King on his cell phone directly if he needed to communicate with someone in the district.

P. Solis: Did Mr. King or Ms. Ward, or I guess anybody in the district office, talk to you during this time in early 2015 about the status of Mr. West's employment?

Witness C: We speculated. I'm friends still with Pam Ward and was friendly with Wayne King as well, so we would talk about it and speculate, but nothing really confirmed.

P. Solis: Okay, what would that ...

Witness C: We didn't know what was going on.

P. Solis: The speculation, what was it aimed at?

Witness C: Just whether or not Kenny was working. We didn't know if he was in D.C. or if he was just sitting at home all day. We had no idea what he was doing.

P. Solis: You mentioned that email that came in 2015, sometime in the spring. I had asked you if it was potentially April; you said that sounds like it could be right. After that email came from Representative Meadows, did Mr. West ever send an email or make a call or appear in any way in the office?

Witness C: No, I don't believe so.

P. Solis: Okay, and then in the same timeframe there after that email, is it the same speculation with Ms. Ward and Mr. King and others in the district office about the status of his employment?
Witness C: Well, after we received the email, we all assumed that he was terminated, no longer working for office, so at that point, I guess you could say the speculation had died down.

P. Solis: Okay. Who is the chief of staff or who's running the office in early 2015 and into the summer of 2015, if it's ...

Witness C: The chief of ...

P. Solis: I'm sorry.

Witness C: That's all right, go ahead.

P. Solis: If Mr. West is not appearing and there was speculation about whether or not he was employed, and then after April you said it was pretty conclusive amongst the district staff that he was not employed, who's running the show? Who's the top supervisor for Representative Meadows' congressional offices?

Witness C: I would say that in the D.C. office for a time until he left, it would have been Philip Newman, and in the district, it would have been Wayne King.

P. Solis: Okay, and why do you say Philip Newman?

Witness C: Well, he had the title for a while, deputy chief of staff, along with Wayne King, so they both had that title, so I would just assume that he would have been in charge of day-to-day operations, and he was also our go-to contact. If we needed something done in D.C., we'd call Philip to pass it down to the others.

P. Solis: When Philip left, was there someone else who took over the role in D.C. as being in charge as a chief of staff role?

Witness C: Ansley Rhyne maybe would have been ... I don't know that her title ever changed, but I believe that she would have been the de facto leader in D.C.

P. Solis: Was she the legislative director at that time?

Witness C: After Philip left the office, yes.

P. Solis: I apologize. I might have asked you when Philip left, but when did he leave?

Witness C: I'm not sure. I can't remember.

P. Solis: Okay. It would have been in sometime of 2015, early 2015?

Witness C: I believe so that it would have been early 2015, yes.
P. Solis: Do you know if Representative Meadows was interviewing for chiefs of staff at any point, again in this early 2015, spring 2015, timeframe?

Witness C: I do not. I did not hear anything about a new chief of staff or anything like that until Paul Fitzpatrick was hired shortly before I left the office.

P. Solis: Do you know, as best you can specify, when he was hired?

Witness C: I believe it would have been either late July or early August of 2015.

P. Solis: Did Paul ever come down to the district office and meet you?

Witness C: I never met him. I spoke on the phone. We spoke on the phone, but I've never met him in person.

P. Solis: Did he ever talk to you about Mr. West?

Witness C: I can't remember. I had an exit interview with him when I left the office, briefly. I believe that we did discuss Kenny West, if I'm remembering correctly, and some of the problems that I had with him.

P. Solis: This would have been in August of 2015?

Witness C: Right, correct.

P. Solis: Did Paul say anything about what had transpired with Mr. West?

Witness C: No, he didn't. He was asking my impressions of the office as I was departing and I told him that I thought that it was going to take a lot to rebuild the office from the negative after-effects of having Kenny on staff, and we talked about it maybe for a minute, but I only spoke with him briefly.

P. Solis: Okay. Do you know if Mr. West was interacting at all with DC staff in early 2015 into the spring and summer, I guess, from maybe June or July before Paul was hired, looking back to January, just that first half of the year. Do you know if he was emailing, calling DC staff, interacting with them in any way?

Witness C: I do not.

P. Solis: Have you seen some of the news reports that have come out about some of these issues?

Witness C: I have, yes.

P. Solis: Okay. Particularly one of the news reports discussed Mr. West leaving sometime in 2015 and then being paid throughout the summer of 2015 even though he
reportedly was not in the office and was given ... The article mentioned something
about a severance package. Do you know ... Once you read that, did you have a
response to that, or did you think a certain way about what was written?

Witness C: It seems very likely, in my opinion, that something like that would have
happened. Obviously I believe there was a statement from Alyssa Farah, who is
Congressman Meadows’ spokeswoman, that says that Kenny West was paid a
severance, but I don’t know anything for sure.

P. Solis: Did anybody in the office ever talk about a severance package for him?

Witness C: No. I don't believe that ever came up.

H. Eisner: Have you had any conversations since then with anyone in the office about a
severance package?

Witness C: I'm friends with Pam Ward. We talk frequently. Yes, we have talked about the
possibility that he received a severance package.

P. Solis: Okay. What did you talk about?

Witness C: Just that we felt like that it was very possible that that had happened. Just kind of
talking it about it within the context of did he really deserve or need it? It was a
personal thing more than a professional.

P. Solis: Okay. Did Miss Ward reveal at all to you, reference anything she heard from
Representative Meadows about this?

Witness C: She did not.

H. Eisner: Why do you think ... This is based on your opinion and the conversation you had.
Why did you reach the conclusion that it was likely that he had received a
severance package?

Witness C: Our office was, at least in the district, in my opinion, mismanaged and
disorganized. It never felt like really anyone knew what was going on, or anything
like that. It just seemed like it was very possible that something like that would
have happened.

H. Eisner: Were you aware of anyone else in the office receiving a severance package?

Witness C: I was not.

H. Eisner: Was that something you discussed in your conversations about the severance
package, the potential for one?
1  Witness C: No.

2  P. Solis: Have you prior to me reaching out to you, had you talked to anybody about our review, about the Office of Congressional Ethics, looking into this matter?

3  Witness C: Pam Ward had mentioned that she thought that something was being looked into.

4  P. Solis: What did she say?

5  Witness C: She mentioned that she thought that there had been some kind of investigation started, but wasn't sure what was being looked for specifically.

6  P. Solis: Did she talk about whether or not she was cooperating with the investigation?

7  Witness C: She did not.

8  P. Solis: Okay. Since I've contacted you, have you heard from anybody or have you discussed this issue with anybody?

9  Witness C: I did mention to Pam that we were going to speak. We did not talk about it in any kind of detail.

10  P. Solis: Okay. Did she mention to you in that conversation whether or not she was cooperating with our office?

11  Witness C: She did not.

12  P. Solis: Have you heard from Representative Meadows at all about this?

13  Witness C: No. I have not heard from Representative Meadows since I quit.

14  P. Solis: Okay. Any attorneys for Representative Meadows?

15  Witness C: No.

16  P. Solis: Check our notes here and just make sure we have everything we need.

17  H. Eisner: One question I have for you is, you've mentioned a few specific emails to us. One was from-

18  Witness C: I'm sorry. I can't hear you very well.

19  H. Eisner: Sorry about that. Let me know. Can you hear me now?

20  Witness C: That's better, yes.
H. Eisner: Okay. You've mentioned few specific emails to us. One was approximately April 2015; also one from Wayne King, October or November 2014, and I think there was another one from the Congressman around that same time period in late 2014. Do you have any of those emails or access to any of those emails?

Witness C: I believe that I have a copy of the email I sent to Wayne King regarding Kenny West. I'm not sure that I have duplicates of any of the others, and I do not have access to them.

H. Eisner: Okay.

P. Solis: I think what we'll ask you to do, Witness C, is take a look just to double check to see if you have copies of those. I can tell you especially the email from Representative Meadows to the staff regarding Mr. West, if you have a copy of that, that's definitely something we're going to want, if you do have a copy. Please, if you have it, preserve it and let me know so you can send it over.

Witness C: Okay.

P. Solis: Take a look to see what you have regarding these issues that we've been asking you questions on, and let me know what you find.

Witness C: Absolutely. I'm happy to cooperate, happy to help however I can.

P. Solis: Great. Okay. Appreciate that. Thank you. Again, we'll take a moment to review our notes to see if there's anything we're missing.

Witness C: Okay.

P. Solis: Yep. Okay. I think that's all we have. Just to make sure, too, in addition to emails, Witness C, do you have G-chats or anything like that that revolve around the topics we've discussed here?

Witness C: No. If I have anything, it'd only be email.

P. Solis: Okay. Okay. Just to go back, briefly. After you had told Mr. King in your performance evaluation of October of 2014, you said that Mr. West had appeared in the office. Miss Ward told him she didn't want him there and they had an interaction, an altercation, maybe. After that, were these emails that you were either CC'd on, or they were directed to you from Mr. King and Representative Meadows, right?

Witness C: Yes. I'm sorry. It seems like so long ago. I may have misspoken earlier when I said that the email that came from Representative Meadows asking us not to speak about the incident that occurred, I believe that came after the interaction between Pam Ward and Kenny West.
P. Solis: Okay. Would it have happened in 2014?

Witness C: Yes. It would have been the same timeline, exactly the same timeline, but I think it came after that rather than directly after my email in regards to Kenny West.

P. Solis: Okay.

H. Eisner: I just want to make sure to clarify. I think we've referred to 2 different things. An email, asking people not to talk about the incident, and a later email having to do with some further follow up into the issue. The email, regarding just internal discussion and talking about some of the specific issues and complaints, who did that come from?

Witness C: Let's see. I believe that the first email I believe came from Wayne King speaking on behalf of Congressman Meadows. The follow up came from Congressman Meadows himself. The clarification, if you will.

H. Eisner: I see.

P. Solis: When you say that he asked that nobody speaks about it, can you be more specific? Did he say, "Don't speak with anybody outside the office?" or "Don't even speak with anybody in the office about it."

Witness C: I can't remember if there was a caveat like that placed on it. I don't believe so. I believe it just said that we should not speak about the incident that occurred.

P. Solis: I want to be clear what the incident is. The incident is the back and forth between Miss Ward and Mr. West, or the incidents that you reported to Mr. King?

Witness C: I honestly, I don't know. It was kind of ambiguous. He never specified what he was referring to, if I'm remembering correctly.

P. Solis: Okay. I may have asked you this in a different way earlier, but after this happened with Miss Ward and she told Mr. West, she's basically said not to come back, right?

Witness C: Essentially she asked him to leave and not come back. Yes.

P. Solis: Okay. Do you think that she meant for the day or for the week or don't come back at all?

Witness C: No, she meant don't come back at all.

P. Solis: Okay. That's what I thought based on what you've told me. Do you know if in DC a similar request or demand was made of Mr. West that he not come into the DC office?
Witness C: I do not know of any request or demand that was made of Kenny in regards to DC.

P. Solis: Okay. All right, Witness C. I think that's all the questions we have for you. Really appreciate your cooperation. The next step is, again, I think if you could review anything you might have in your personal possession about the topics we've discussed, the emails that Helen had mentioned, especially. Get back to me on that in the next couple days.

Witness C: Absolutely.

H. Eisner: I think you have a sense of what we're interested in learning about and some of the issues we're looking into. Given everything that we've asked you about and the information you've told us, is there anything else that you think we should know or anyone that would be helpful for us to talk to?

Witness C: I would say that if you haven't talked to Philip Newman, that would be extremely useful to you. Other than that, in my opinion, I think you're asking all the right questions. It sounds to me like you're on the right track.

P. Solis: Okay. So again, get back to me on that. We're going to take what we have from you here on our recording and develop a transcript and we'll send that on to you.

Witness C: Sure. Okay. I'll be in touch with you about whether or not I have any emails. I believe I do, but I'll take a look.

P. Solis: Okay. Thank you very much, Witness C.

H. Eisner: Great. Thank you for your time.

Witness C: Thank you.

P. Solis: Okay, bye.

Witness C: Thank you. Bye-bye.
Exhibit 5
We have been blessed to have such good people working for Marks office. One of them has been Ashley Howes who first came to us as an intern, then having graduated came back and started her career with our office as our Staff Asst. She has been the face of the Congressman’s office for the last year and has done a great job. As things happens in our journeys in this busy world, other opportunities become known to good people. One has been presented to Ashley, and she will be leaving us this Friday, and I know she will be missed. She has set the bar high for a replacement. Ashley thank you for all that you have done for Mark and our entire office. I know all of our staff wish you well in this part of your journey. I know that God will bless you and you will do great things. THANKS!!

Kenneth D West
Chief of Staff
Rep. Mark Meadows, NC 11
1024 Longworth Building
Washington, DC 20515
(202) 225- office (202) 226- fax
Exhibit 6
First of all I would like to thank you all for making this week a success for Mark. We visited many area’s in the district both official and County Events. At every event there were praise and stories about our staff from Eliza doing scheduling, Alyssa’s doing our News Letters for Mark and different success stories about our staff and their follow up to numerous to mention. Mark and I went to six or seven conventions this week and at each one he received standing ovations for his support for all his votes and his determination to continue to listen to the people of the 11th District. Ladies and Gentlemen, THANK YOU! We have a busy schedule in the district and DC in the coming months, but I know we can sustain the momentum that we all have helped make. Have a blessed weekend.

Kenneth D West
Chief of Staff
Rep. Mark Meadows, NC 11
1024 Longworth Building
Washington, DC 20515
(202) 225- office (202) 226- fax
Exhibit 7
All,

Over the last few months, I have asked for input from several of you regarding the best ways we can serve the people of Western North Carolina. As with any organization, there are constant demands which cause us to re-evaluate and find ways to better serve the needs that confront us daily. While some of the changes put forth have not been fully vetted or decided, circumstances have developed that made this interim announcement more appropriate.

On Friday, April 17th, Philip Newman, who has served as Deputy Chief and been with me since the very beginning, will be leaving to take a new position with Senator Cory Gardner. Phil will be serving as a commerce policy advisor, working on transportation and aviation issues for the Senator. It’s a great career move for our friend and will allow him to re-establish his Colorado ties. I know that I speak for all of us when I say that Phil’s talent and energy will be missed.

At the same time, as part of the re-organization, I have made a decision to have a full time Chief of Staff in Washington, DC. This decision doesn’t come easily and will require adjustments in a number of areas, but I thought it was important to let everyone know that I will be interviewing possible candidates to replace Kenny as our Chief of Staff. Kenny has been working with me on the re-organizational plan and possible impacts for both the DC and the District offices, with our sole focus being how to best serve the people of this great state.

I want to thank all of you for your dedication and willingness to adapt during this transitional time.

Thanks,

Mark
Exhibit 8
November 18, 2015

Chairman Charles W. Dent
Ranking Member Linda T. Sánchez
Committee on Ethics
1015 Longworth House Office Building
Washington, DC 20515

Dear Chairman Dent and Ranking Member Sánchez:

I am writing to you to report an allegation made against me for the manner in which I paid a member of my staff upon his termination. This allegation is currently the subject of a preliminary review by the Office of Congressional Ethics. Prior to the OCE inquiry, however, I had personally reviewed this matter with your staff and have been considering their advice. At this time, because I genuinely would like to know if I have done anything wrong, and whether any remedy is necessary, because the OCE cannot provide answers to those questions, and because I would like to save the cost and burden of duplicate inquiries, I have informed the OCE that I will not participate in their review, but will cooperate fully with your Committee in order to reach a resolution of these allegations.

The background of this matter is as follows. Kenny West became my chief of staff when I first took office on January 3, 2013. On April 1, 2015, I changed Kenny’s title and duties to that of Senior Advisor, maintaining full-time advisory and constituent relations roles, but transferring his supervisory functions to other personnel. Eventually, I came to an agreement with Kenny that he would resign his full time duties from my office towards the end of May, 2015, and that I would continue to pay him for a short period of time both for the sake of a smooth transition, and so he would continue to perform some official duties for me during that transition. Kenny did continue to perform some services and was paid through August 15, 2015.

For example, on three occasions between the date this transition began (May 21) and August 15, Kenny travelled to constituent meetings on my behalf and submitted claims for reimbursement as he has always done for such official travel over the course of his employment. When questions were raised in the press about these submissions, I chose to reimburse the U.S. Treasury $400 out of personal funds for these claims in order to address any concerns my constituents may have had. However, despite my personal reimbursement, these claims represented legitimate official activity during a time that Kenny was still on payroll. He also engaged in other official activity independent of the aforementioned travel claims.

Throughout this process, I always intended to act in good faith compliance with all rules and regulations, and in the best interests of my constituents in my stewardship of the Congressional
office. I believe I met those goals, even if my interpretation of what kinds of severance are technically permitted may have been in error.

It is commonly known that Member offices of both parties pay “severance” in various ways and in various situations for both well-performing and under-performing employees. In fact, the Committee on House Administration publishes a form on its web site that specifies an option to pay severance. In addition, the House each year pays “severance” in matters subject to the Congressional Accountability Act. I now understand, however, that there are some ways in which some methods of paying severance may not be consistent with the Committee’s authoritative interpretation of House Rule 23, Clause 8. While I believe my own actions were consistent with some official language and practices of the House in situations similar to the one I was in, I now understand that my interpretation may have been inconsistent with yours, which of course is controlling on all of our actions. I apologize if that was the case.

Given the confusion that exists, as created by several administrative and authoritative House offices, I hope you will not see the need to impose any sanction or remedy for this matter. Instead, I hope you will clarify whether and how my conduct may have been in conflict with the House Rules, and that you will then issue guidance for the House community in general, resolving any conflict that exists. Finally, I hope you will seek the cooperation of other House offices to reduce the confusion other Members may face in similar situations.

Should your office need any additional information, please do not hesitate to ask. It is my intent to cooperate fully with your review.

Sincerely,

[Signature]

Mark R. Meadows
Member of Congress

Enclosure: