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HOUSE OF REPRESENTATIVES

REPORT
116–359

IN THE MATTER OF ALLEGATIONS RELATING TO REPRESENTATIVE CATHY MCMORRIS RODGERS

R E P O R T

OF THE

COMMITTEE ON ETHICS



DECEMBER 19, 2019.—Referred to the House Calendar and ordered to be printed

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Letter of Transmittal

HOUSE OF REPRESENTATIVES,
COMMITTEE ON ETHICS,
Washington, DC, December 19, 2019.

Hon. CHERYL JOHNSON,
Clerk, House of Representatives,
Washington, DC 20515.

DEAR MS. JOHNSON: Pursuant to clauses 3(a)(2) and 3(b) of Rule XI of the Rules of the House of Representatives, we herewith transmit the attached report, "In the Matter of Allegations Relating to Representative Cathy McMorris Rodgers."

Sincerely,

THEODORE E. DEUTCH,
Chairman.
KENNY MARCHANT,
Ranking Member.

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House Calendar No. 65

116TH CONGRESS *1st Session* | HOUSE OF REPRESENTATIVES | REPORT 116–359

IN THE MATTER OF ALLEGATIONS RELATING TO REPRESENTATIVE CATHY MCMORRIS RODGERS

DECEMBER 19, 2019.—Referred to the House Calendar and ordered to be printed

Mr. DEUTCH, from the Committee on Ethics, submitted the following

R E P O R T

In accordance with House Rule XI, clauses 3(a)(2) and 3(b), the Committee on Ethics (Committee) hereby submits the following Report to the House of Representatives:

I. INTRODUCTION

On December 23, 2013, the Office of Congressional Ethics (OCE) transmitted to the Committee a Report and Findings (OCE's Referral) relating to Representative Cathy McMorris Rodgers. OCE reviewed allegations that, from 2010 to 2012, Representative Rodgers paid a consultant for official services with funds from political committees; used official resources, including staff, for campaign activities; and combined official resources and campaign resources in furtherance of her campaign for a House leadership office. OCE found there was substantial reason to believe each of the allegations and recommended the Committee further review the allegations.[1]

On March 24, 2014, the Committee announced it would review the matter under Committee Rule 18(a). The Committee conducted a thorough investigation into a more expansive timeframe than OCE, reviewing alleged misconduct from 2008 through the start of the OCE investigation in 2013, and continuing on into 2017.[2] Such

[1] *See* Report and Findings of the Office of Congressional Ethics (Review No. 13–0906) (Appendix B).

[2] Committee Rule 18(d) states that "[a]n inquiry shall not be undertaken regarding any alleged violation that occurred before the third previous Congress unless a majority of the Committee determines that the alleged violation is directly related to an alleged violation that occurred in a more recent Congress." The Committee unanimously voted to make this determination in this matter with respect to violations alleged to have occurred from 2008 to 2012.

a wide-ranging investigation into more than eight years of activity takes extensive time and consideration.

The Committee's investigation was further prolonged by difficulty obtaining testimony from a central witness—a consultant hired by Representative Rodgers around March 2012 to serve as her speech coach (Speech Consultant)—who was the subject of an unrelated criminal prosecution. On July 31, 2014, the Committee received a referral from OCE, unconnected to Representative Rodgers, concerning allegations that another Member may have misused official funds to pay Speech Consultant for work performed for his congressional campaigns.[3] That Member did not seek re-election to the House for the 114th Congress, and the Committee subsequently lost jurisdiction over the Member (Former Member) before it could complete its review of the matter. On September 3, 2015, Speech Consultant pled guilty in federal court to making false statements to OCE, in an apparent effort to minimize and conceal his role with the Former Member's campaigns. On March 23, 2016, the Committee received a separate referral from OCE relating to allegations that the Former Member's Chief of Staff may have also attempted to obstruct the same investigation, and persuaded or conspired with Speech Consultant to make false statements to OCE.[4] As the Committee reviewed that OCE referral, the Former Member's Chief of Staff was federally indicted on April 6, 2016, for alleged misuse of official funds and false statements and omissions in connection with OCE's investigation. Speech Consultant, who was a key witness against the Former Member's Chief of Staff, refused to provide the Committee with any testimony in the matter relating to Representative Rodgers until he concluded his role as a witness in the unrelated prosecution. The trial of the Former Member's Chief of Staff, which ultimately resulted in a conviction, was delayed until 2018; accordingly, Speech Consultant's own sentencing was not completed until August 29, 2018. As a result, the Committee obtained Speech Consultant's testimony in this matter just earlier this year.[5]

Over the course of its detailed investigation, the Committee found that many of the allegations involved areas of uncertainty facing the House community, particularly with respect to the extent certain House rules and laws apply to leadership offices. The Committee has therefore sought to use its investigation as an opportunity to provide guidance to the House with respect to those issues and has devoted additional time and resources to carefully consider that guidance.

Based on its review, the Committee found that Representative Rodgers provided inappropriate compensation for consultant services from 2012 to 2017. Representative Rodgers defrayed the cost of official services she received from consultants with either political funds or the consultants' voluntary provision of services, in violation of House rules and laws prohibiting unofficial office accounts.

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[3] OCE Review No. 14–2533; see also Statement of the Chairman and Ranking Member of the Committee on Ethics Regarding Representative Paul Broun (Oct. 29, 2014), *available at* https://ethics.house.gov/press-release/statement-chairman-and-ranking-member-committee-ethics-regarding-representative-paul-0.

[4] OCE Review No. 15–0034.

[5] In light of the Speech Consultant's past dishonesty with OCE, and the resulting concerns with his credibility as a witness, the Committee did not pursue a grant of immunity for Speech Consultant in exchange for his testimony. Nor did the Committee rely solely on any of his testimony, once it was obtained, in making its conclusions in this matter.

She also used official funds for consultant services in a manner that would have been contrary to relevant laws and rules restricting expenditures of the Members' Representational Allowance (MRA); however, the official funds used to compensate her consultants were largely appropriated for use by her House leadership office and were therefore not subject to the same restrictions applicable to the MRA. The Committee found that the restrictions in place to safeguard most congressional funds from misuse are lacking with respect to leadership offices. In order to address some of those gaps, the Committee voted to refer certain allegations to the House Inspector General for review.

The Committee also found that, from at least 2008 through 2013, the congressional offices of Representative Rodgers were governed by sloppy practices, including inconsistent policies and poor record-keeping, which led to the misuse of official resources for campaign or other political purposes. House employees are free to engage in campaign activities *on their own time*, as volunteers or for pay, as long as they do not do so in congressional offices or facilities, or otherwise use official House resources, and are not coerced to do campaign work by their employing Member or senior staff. The Committee found that while Representative Rodgers' staff was not compelled to assist with her campaign, her staff used official resources, including official staff time, congressional office space, and travel funds, for political activities.

With respect to the allegation that Representative Rodgers improperly combined official and campaign resources during her 2012 leadership race, the Committee found Representative Rodgers used official resources in connection with a particular leadership race activity that was also paid for with campaign funds (specifically, distribution of an informational packet to other Members). While Representative Rodgers' staff sought and received guidance on this issue, her staff's conduct was inconsistent with that guidance.

Although the Committee determined that Representative Rodgers likely did not know the full extent of her offices' misuse of resources, the Committee also determined that she *should* have been aware that some of the misuse was occurring. Certain aspects of this misconduct appear to have continued past 2013, after OCE launched its investigation; at that time, Representative Rodgers was clearly on notice regarding the need to exercise greater caution in ensuring her offices' compliance with House rules. Much of the misconduct uncovered during the Committee's investigation was conducted under the supervision of Representative Rodgers' then-Chief of Staff, Jeremy Deutsch. Mr. Deutsch was frequently involved in or otherwise had reason to be aware of the misuse of resources. There is no indication Mr. Deutsch brought the bulk of the misconduct to Representative Rodgers' attention; however, the Committee has long held Members responsible for ensuring their staff follow House rules, laws and other standards of conduct.[6] Thus, Representative Rodgers is ultimately responsible for the conduct of her staff, including her Chief of Staff. It is the Member's responsibility to ensure that adequate policies are put in place and enforced to prevent her staff from acting contrary to House rules and laws. Representative Rodgers did not meet that responsibility.

[6] *House Ethics Manual* (2008) (*Ethics Manual*) at 124.

The Committee notes that Representative Rodgers has accepted responsibility for the Committee's conclusions and has taken steps to prevent such conduct from happening in the future.[7] The Committee appreciates the full cooperation and transparency she has shown throughout the investigation.

Given the poor record-keeping in the congresswoman's office, and the diffuse, repeated nature of the misconduct at issue, the Committee is unable to precisely calculate the cost of official resources that were misused under Representative Rodgers' supervision. Based on a conservative analysis of the record, discussed in this Report, the Committee has estimated that, at a minimum, the value of the official resources misused was equal to or greater than $7,575.95.

Based on the totality of the misconduct, the Committee unanimously voted to issue this Report, which will serve as a reproval of Representative Rodgers' conduct, and find that Representative Rodgers is required to reimburse the U.S. Treasury $7,575.95. Upon issuance of this Report and Representative Rodgers' reimbursement of the amount described above, the Committee will consider this matter closed.

II. PROCEDURAL HISTORY

OCE commenced a preliminary review into the allegations involving Representative Rodgers on August 28, 2013, and transmitted its Referral to the Committee on December 23, 2013.

On January 17, 2014, counsel for Representative Rodgers voluntarily submitted a written statement to the Committee responding to OCE's Referral.

The Committee reviewed materials provided by OCE. In addition, the Committee sent voluntary requests for information to Representative Rodgers and two of her consultants. Committee staff received and reviewed additional documents responsive to those requests. The Committee also consulted with the office of the Chief Administrative Officer (CAO). In total, the Committee reviewed over 66,500 pages of materials. The Committee also conducted 30 witness interviews, including a voluntary interview of Representative Rodgers, who fully cooperated with the Committee's investigation.

The Committee's general investigative jurisdiction includes the current and three previous Congresses. Pursuant to House Rule XI, clause 3(b)(3) and Committee Rule 18(d), the Committee may not begin an investigation involving allegations outside that general jurisdiction unless it votes to determine that the allegations occurring prior to the third previous Congress are directly related to alleged violations that occurred within the Committee's general jurisdiction. In this matter, the Committee voted to determine that the older allegations involving Representative Rodgers' improper compensation of consultants and misuse of official resources for campaign or political purposes are directly related to the allegations occurring since the start of the 113th Congress.

Before its final vote on this matter, the Committee provided Representative Rodgers with a draft of this Report and invited her to respond in person or in writing. On December 10, 2019, she sub-

[7] *See* Appendix A.

mitted a written response noting that, while she disagreed with some of the findings reached by the Committee, she takes responsibility for its ultimate conclusions. The Committee considered all of Representative Rodgers' submissions and statements in resolving the matter. On December 18, 2019, the Committee unanimously voted to adopt this Report, to serve as a reproval of Representative Rodgers.

III. ALLEGATIONS

Representative Rodgers has served as the Representative for the Fifth District of Washington since 2005. She was elected as Chair of the House Republican Conference (Conference) on November 14, 2012, and served in that role in the 113th, 114th and 115th Congresses.

A. ALLEGATIONS RELATING TO CONSULTANT SERVICES

1. Background

i. Stan Shore

In 2012, Stan Shore became a general consultant to Representative Rodgers' re-election campaign, and continued to serve in that role each campaign cycle, until at least early 2018.[8] As general consultant, Mr. Shore provided strategic advice, worked with vendors, assisted with campaign debate preparation and speeches, and supervised campaign staff.[9] Mr. Shore also provided services to Representative Rodgers' Leadership PAC and joint fundraising committee from 2012 to 2018. In addition to his political work for Representative Rodgers, Mr. Shore held a variety of roles related to Representative Rodgers' congressional work. From 2008 to 2015, he served as her direct mail vendor. From December 2012 to June 2013, he also worked as a salaried House employee at the Conference. Mr. Shore also worked on retainer as a consultant for the Conference from 2013 through 2017.[10]

Mr. Shore held and was compensated for many of these roles concurrently. The following chart shows the payments that he received from those various offices from 2012 through 2018:

PAYMENTS TO STAN SHORE FROM OFFICES/ORGANIZATIONS CONTROLLED BY REPRESENTATIVE RODGERS (2012–2018) [11]

	2012	2013	2014	2015	2016	2017	2018
Rodgers House Office MRA	$80,233	$46,823.24	$41,752	$10,267.50	—	—	$5,180
House Republican Conference (Consulting Fees)	—	$64,500	$52,000	$44,000	$48,000	$48,000	—
House Republican Conference (Salary)	$5,833	$30,999	—	—	—	—	—

[8] 18(a) Interview of Stan Shore.

[9] 18(a) Interview of Jeremy Deutsch; 18(a) Interview of Stan Shore. *See also* Exhibit 1 (email from Mr. Shore to Mr. Deutsch summarizing Mr. Shore's work for the Conference in the first quarter of 2013).

[10] 18(a) Interview of Stan Shore.

[11] Mr. Shore also provided services to a Member other than Representative Rodgers during this time period, but payments for those services are not included in the chart.

PAYMENTS TO STAN SHORE FROM OFFICES/ORGANIZATIONS CONTROLLED BY REPRESENTATIVE RODGERS (2012–2018) [11]—Continued

	2012	2013	2014	2015	2016	2017	2018
Rodgers Campaign Committee	$78,910	$56,130	$232,882	$56,000	$146,764	$36,000	$5,000
Rodgers Other Political Committees	—	$15,000	$26,441.72	$65,000	$57,000	$55,000	$71,000

As Mr. Shore took on responsibilities related to the Conference, he had several discussions regarding the amount and source of his compensation with Mr. Deutsch and discussed ways that a mix of campaign and official sources could be used to pay for his services and expenses.

a. November 2012 to December 2012

After Representative Rodgers was elected Conference Chair, but before she officially assumed the role in January 2013, Mr. Deutsch asked Mr. Shore to assist with the leadership transition.[12] Mr. Shore traveled from his home in Washington State to Washington, D.C. to assist with the transition, spending several weeks working out of the congressional office in November and December 2012.[13] During this time, Mr. Shore helped hire staff, set the conference budget, and provided strategic and communications advice.[14] He considered himself to be acting in a volunteer capacity during the transition and initially did not expect to be paid.[15] However, he said it later became clear "more professional-level work" was required of him, and he asked to be paid.[16] Although Representative Rodgers did not have access to the Conference budget during the transition period, Mr. Deutsch was able to make arrangements with the outgoing Conference Chair to provide a salary to Mr. Shore, who was added to the payroll for the Conference as a "Senior Advisor" and paid $5,833 on December 17, 2012.[17]

In December 2012, Mr. Shore discussed with Mr. Deutsch how he could continue to help with the Conference in 2013 and be compensated. He told Mr. Deutsch that he believed he could be paid from the "technology budget, or out of the salaried section . . . but let's come up with a number for the year ahead so I can fly back there and help out without having to be concerned about it."[18] That same day, Mr. Shore proposed to be paid from the "technology" budget through a contract for communications consulting work, intending to make "regular visits" to D.C.[19] Mr. Shore also told Mr. Deutsch that he would like to be reimbursed for his flight,

[12] 18(a) Interview of Stan Shore.
[13] Mr. Shore said that, at the time, he paid the expenses associated with that travel out of his own pocket. *Id*. As discussed further, *infra*, he later sought to be reimbursed for those expenses.
[14] *Id*.; 18(a) Interview of Jeremy Deutsch.
[15] 18(a) Interview of Stan Shore.
[16] *Id*.
[17] Exhibit 2; 18(a) Interview of Stan Shore.
[18] Exhibit 2. The "technology budget," also referred to by Conference staff as the "AE1" budget, is a reference to a House-wide appropriation for "Allowances and Expenses," which was used by the Conference for certain "technology-related expenses." *See* Exhibit 3. It is separate from the budget allocations for personnel spending. *Id*; *see also* 18(a) Interview of Conference Operations Director (explaining there was a "bucket of money" available to leadership offices for technology, separate from the "bucket" available for staff salaries). According to the CAO, these funds could be used to satisfy any non-salary expenses incurred by the Conference office.
[19] Exhibit 4.

hotel, and meals from his travel to D.C. in November and December 2012, and suggested those costs be paid from Representative Rodgers' Leadership PAC or campaign committee.[20]

During this time, Mr. Shore was actively involved in overseeing the Conference's broader budget planning. In particular, he worked to establish or renegotiate the Conference's technology-related vendor relationships that were paid through the "technology" budget, a set of funds allocated to the Conference pursuant to a separate House-wide appropriation for "allowances and expenses," which Conference personnel also referred to as the "AE1" budget.[21] The AE1 budget was used to pay Mr. Shore's consulting firm, Datagraphics LLC (Datagraphics).

b. January 2013 to June 2013

When Representative Rodgers took over as Conference Chair in January 2013, Mr. Shore remained on the payroll as a Senior Advisor through June 2013. While a Conference employee, Mr. Shore continued to reside in Washington State, traveling to D.C. approximately half of the time.[22] At the same time that he was a salaried Conference employee, Mr. Shore received compensation from the Conference through his firm, Datagraphics.[23]

According to a draft contract Mr. Shore prepared, Datagraphics was engaged to provide vendor services to the Conference related to overseeing the development and design of Conference websites and technology.[24] However, the draft contract was not signed and Mr. Shore never had a formal contract in place for Datagraphics' work with the Conference.[25] It is not clear why the Conference did not execute the contract that Mr. Shore had drafted. However, in a March 2013 email to Mr. Shore, the Conference Operations Director stated:

> Just spoke to [a CAO employee]. Your two payments of $15,000 that he had been holding up will be released tonight. No contract needed. . . . He said if we were a Member office that this would not be allowed, they like them to be protected with the contracts, but that we can be exempt. He still would feel much better if you signed a contract eventually.[26]

Mr. Shore never did sign a contract. According to Mr. Shore, CAO had suggested a contract would need to be signed because they initially mistakenly believed he was a web service vendor subject to various technical certification requirements, and when CAO

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[20] Id. When asked about this request, Mr. Shore told the Committee that the purpose of the travel in November and December 2012 was to work on the "campaign reorganization," but acknowledged that his travel to assist with the Conference transition was not separate from his travel to assist with the campaign, and that he spent more of his time working on tasks related to the Conference than the campaign. 18(a) Interview of Stan Shore. Mr. Shore also did not believe he ever received reimbursement for his travel in November and December. *Id*.

[21] 18(a) Interview of Stan Shore. *See also* Exhibit 5.

[22] 18(a) Interview of Stan Shore. Representative Rodgers told the Committee she didn't know whether Mr. Shore was living in Washington, D.C. while he was on the Conference payroll, but stated that he was "in and out" of the Conference office during that time period. 18(a) Interview of Representative Rodgers.

[23] *See* Exhibit 6.

[24] Exhibit 7 (The contract specified that Datagraphics would "[d]evelop new e-communications initiatives with the Conference communications team, [c]reate and update interactive web features and other written and digital content, and [a]ssist the Conference Communications and Internet operations team with related projects.").

[25] 18(a) Interview of Stan Shore.

[26] Exhibit 8.

realized he was not providing the technical services that web vendors provide, they told him no contract was needed. CAO confirmed to the Committee that there is no general requirement that a contract be provided when payments are disbursed pursuant to a voucher submitted for "contractual services," as occurred with Datagraphics. More stringent requirements are in place for services procured through the CAO-managed acquisitions process, as opposed to vouchered services.

When asked by the Committee to identify what work he did in his capacity as a vendor and what work he did as a Senior Advisor to the Conference, Mr. Shore was unable to answer, explaining that he did not distinguish between those two roles.[27] In an email to Mr. Deutsch at the end of March 2013, Mr. Shore summarized his contributions to the Conference during the prior quarter, in which he had been employed dually by the Conference and by Datagraphics.[28] In the email, Mr. Shore recounted that he had assisted the Conference with video production, provided input on the Conference website redesign, wrote speeches and op-eds for the Conference chair, helped organize and attend the Member retreat, and helped hire the Conference communications staff.[29] He also noted that he had helped develop the Conference budget, and had renegotiated the Conference's contract with a major vendor, which freed up funds in the AE1 budget.[30]

In early 2013, Mr. Shore played a significant role in devising the budget allocation for both the personnel and AE1 budgets for the Conference.[31] He also discussed using the surpluses from the AE1 account "to solve some of the [Conference's] budget and personnel problems."[32] His structuring of the Conference budget extended to his own compensation, including the funds he received through Datagraphics.

On January 13, 2013, Mr. Shore emailed Mr. Deutsch, stating, "I want to be perfectly frank with you about the compensation I would like to get," and explained that, for 2013, he would like to receive $35,000 salary from the Conference, $66,000 through Datagraphics' contract with the Conference, and $20,000 from the campaign.[33] He noted, however, that he still had concerns about covering his travel costs:

> The only issue I'm having is on the reimbursements . . . not for Nov–Jan, but going forward. I want to feel that I can fly out there every month or whenever you want me to lend a hand, but as you know, the flight and several nights at a hotel cost $1500 to $2000. Maybe that can just be built into the contract.[34]

On January 25, 2013, Mr. Shore emailed Mr. Deutsch again, still seeking to resolve his compensation and noting that "things have shifted a little as we discovered that travel reimbursements are an

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[27] 18(a) Interview of Stan Shore.
[28] Exhibit 1.
[29] *Id.*
[30] *Id.*
[31] *See* Exhibit 5; Exhibit 9; Exhibit 10 .
[32] Exhibit 5.
[33] Exhibit 11. Mr. Shore also proposed for 2014 he receive $18,000 salary from the Conference, $72,000 from his contract with the Conference, and $20,000 from the campaign, with additional compensation for media buying relating to the campaign. *Id.*
[34] *Id.*

issue."[35] According to Mr. Shore, he was told by the Conference Operations Director that the Conference could not reimburse his official travel.[36] The Conference Operations Director told the Committee that the Conference was informed by the Committee on House Administration (CHA) that the travel for commuting expenses from out of state was not reimbursable.[37] Mr. Shore proposed a new approach:

> 1. Conference employee. I would like to continue at current salary through February; then reduce salary to $1,500 per month. The big payments in January and February serve to reimburse me for the Nov–Jan travel . . .
> 2. DATAGRAPHICS contract (attached) This is meant to be the main way I am compensated, with funding through AE1 account. Because of the 'use it or lose it' funds in that account ending March 31, I have front-loaded payments of $30,000 in Feb and March.[38]

With respect to Mr. Shore's Conference salary, this proposal was similar to what ended up happening: he received large payments of $8,833 per month for the first few months, and then his salary was reduced to $1,500 a month. He received the larger payment amount in March as well as January and February of 2013.[39] When asked by the Committee whether the larger payments were intended to reimburse him for travel costs, as proposed by his January 25, 2013 email, Mr. Shore said he was never reimbursed for travel and the larger payments were because he "did more work."[40] The Conference Operations Director also told the Committee that she understood the larger payments to Mr. Shore in early 2013 to reflect his larger workload and not travel reimbursements.[41] Representative Rodgers herself had no involvement in discussions about how or whether to reimburse Mr. Shore for his travel costs.[42]

On March 25, 2013, Mr. Shore emailed Mr. Deutsch again regarding his compensation for Conference work:

> I would like to keep coming back to D.C. and helping out the conference. Looking at the calendar, I can be in D.C. 14 to 18 days each month . . . The biggest challenge, as with all of our plans, is to find the money . . . I'm assuming that I can take a retainer from the [campaign committee] and Leadership PAC, as [Political Fundraiser] does, to defray the cost. But as you know, all the official budgets are squeezed past the breaking point.[43]

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[35] Exhibit 12.
[36] 18(a) Interview of Stan Shore.
[37] 18(a) Interview of Conference Operations Director.
[38] Exhibit 12.
[39] In a March 19, 2013 email to the Conference employee who managed payroll for the office, Mr. Shore asked her to retain his salary in March at the same level as January and February "given the difficulties we discussed yesterday." Exhibit 13. Mr. Shore told the Committee the "difficulties" referenced related to delays in payment processing and issues with health benefits not working. 18(a) Interview of Stan Shore.
[40] 18(a) Interview of Stan Shore.
[41] 18(a) Interview of Conference Operations Director; *see also id.* ("Q: Do you know if Mr. Shore ultimately was reimbursed for his travel costs? A: I had no dealings with the campaign or leadership PAC, so I can't speak to that.").
[42] 18(a) Interview of Representative Rodgers.
[43] Exhibit 14. From 2010 to 2014, the Political Fundraiser received payments from both Representative Rodgers' campaign committee and her Leadership PAC. The Political Fundraiser

Continued

Mr. Shore did subsequently receive payments from both the campaign committee and Leadership PAC.[44] He testified, however, that his proposal to use such payments to "defray the cost" of his Conference work was never put into place.[45]

While he was working as a Conference employee and vendor, Mr. Shore was also working with Representative Rodgers' personal congressional office and her political committees. He advised on hiring and budgeting for her personal office,[46] continued to serve as a consultant for her re-election campaign,[47] and was also paid by her Leadership PAC for consulting services.[48]

c. July 2013 to present

In July 2013, after a reporter called with questions relating to Mr. Shore's work for the Conference, Mr. Shore stopped receiving his salary from the Conference and the Conference stopped making payments to Datagraphics for vendor services.[49] According to Mr. Shore, although he and Mr. Deutsch thought his dual employment with the Conference and campaign was permissible, they decided to stop the payments "just to be safe" and "to make sure everything was 'kosher' because of the OCE investigation."[50] When Mr. Shore interviewed with OCE on October 23, 2013, he testified that he was continuing to provide frequent services to the Conference, without compensation, and traveling to D.C. from Washington State at his own personal expense to do so.[51]

According to Mr. Shore, although there was a concern, in or around September 2013, that his work for the Conference "may not be proper," a couple of months later he was told that the issue was resolved, and he could continue to do work for the Conference.[52] However, he was never added back onto the employee payroll. Payments to him from the Conference through Datagraphics resumed in December 2013, when he received a $12,000 payment for consulting services from October 1, 2013 to December 31, 2013.[53] Representative Rodgers told the Committee she was "not sure" whether Mr. Shore continued to provide services to the Conference after June 2013.[54]

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told the Committee she handles fundraising for both committees. 18(a) Interview of Political Fundraiser.

[44] Mr. Shore was often paid for his political work through Polis Political Services, Inc., a C-corporation owned by him. 18(a) Interview of Stan Shore (explaining that Polis and Datagraphics are generally interchangeable). According to FEC records, Mr. Shore received his first payment from Representative Rodgers' Leadership PAC on July 9, 2013 ($15,000 with "fundraising consulting" as the disbursement description), and he continued to receive payments of between $10,000 and $30,000 from the Leadership PAC every few months through August 2017. He also regularly received $3,000 payments from the campaign committee for "campaign management" from February 2013 through March 2016, and occasionally received additional, much larger payments from the campaign committee, such as a $9,930 payment on August 27, 2013 (also for "campaign management"). He also received nearly $100,000 from her joint fundraising committee between June 2014 and October 2018.

[45] 18(a) Interview of Stan Shore.

[46] 18(a) Interview of Staff Assistant ("For some reason, Mr. Shore was involved in the [personal office] budget. I have no idea why, and I made my opinions to [the 2013 Member Office Chief of Staff] clear that I thought it was very odd, because he wasn't on our payroll."); 18(a) Interview of Deputy District Director (district staffer testified that Mr. Shore interviewed a potential press secretary in the district office in 2013).

[47] Exhibit 15.

[48] Exhibit 16.

[49] OCE Referral, Ex. 38.

[50] *Id.*

[51] *Id.*

[52] 18(a) Interview of Stan Shore.

[53] Exhibit 17.

[54] 18(a) Interview of Representative Rodgers.

Mr. Shore continued to receive compensation from the Conference through Datagraphics until October 2017. The payments are reported in House disbursement records under the budget code for a "technology service contract," and were invoiced by Mr. Shore's firm as fees for "New Media and Video Consulting Services."[55] Mr. Shore told the Committee that his work for the Conference since being removed from the payroll has included consulting on digital strategy, assisting with personnel hiring, and assisting with messaging in official documents and speeches.[56] Mr. Shore has also continued to serve as a general consultant for Representative Rodgers' campaign, as well as providing services to her Leadership PAC and joint fundraising committee.

ii. Speech Consultant

In or around March 2012, Representative Rodgers hired Speech Consultant to serve as her speech coach.[57] According to Speech Consultant, at the time he was hired, he discussed the services he would provide with the congresswoman, included helping to raise her profile, improve her performance in media interviews, assist her official communications staff, and "make her official functions better."[58]

From April 2012 through October 2012, Speech Consultant was paid for his services from Representative Rodgers' Leadership PAC. Representative Rodgers said that Speech Consultant was paid from unofficial funds "out of an abundance of caution," as she anticipated a large part of his work would be political given that she was very involved in the presidential election that year.[59] During that time, Speech Consultant assisted with both official and unofficial communications.[60] In October 2012, he helped Representative Rodgers prepare for debates against her general election opponent.[61]

In November and December 2012, Speech Consultant was paid from Representative Rodgers' campaign committee funds. The Communications Director testified that Speech Consultant "was kind of a *de facto* press secretary for the Congresswoman" during this time.[62] Documents reviewed by the Committee showed that, in December 2012, Speech Consultant helped Representative Rodgers prepare for official media appearances, edited official press statements, and helped hire official communications staff.[63] Representative Rodgers' counsel told the Committee that Speech Consultant's "scope of work" changed in December 2012, but disputed that he became "the *de facto* Press Secretary," and said his focus remained on assisting the congresswoman with her communication skills.[64]

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[55] Exhibit 17.
[56] 18(a) Interview of Stan Shore.
[57] Exhibit 18; 18(a) Interview of Representative Rodgers.
[58] 18(a) Interview of Speech Consultant. *See also* OCE's Referral, Ex. 9. As previously noted, on September 3, 2015, Speech Consultant pled guilty to making false statements to OCE in connection with a separate investigation; on August 29, 2018, he was sentenced to probation and a $10,000 fine. He refused to provide testimony to the Committee until after his sentencing. Given Speech Consultant's past dishonesty to OCE, the Committee did not rely solely on any of his testimony in making its conclusions in this matter.
[59] 18(a) Interview of Representative Rodgers.
[60] 18(a) Interview of Press Secretary; Appendix C at 17.
[61] Exhibit 19.
[62] 18(a) Interview of Communications Director.
[63] *See* Exhibit 20; *see also* 18(a) Interview of Speech Consultant ("I would categorize [the work performed in December 2012] as official work").
[64] Appendix C at 18.

Representative Rodgers' counsel also told the Committee that Speech Consultant was paid from the campaign committee rather than the Leadership PAC during this time to "reflect this change in scope of work."[65] However, Representative Rodgers later told the Committee that she believed he was paid from the campaign committee because the Leadership PAC ran out of money,[66] which a contemporaneous email also indicates was the reason.[67] Speech Consultant told the Committee that his "scope of work" did not change at any point from when he was hired through December 2012, with the exception of the campaign work he performed in September and October 2012 relating to Representative Rodgers' campaign debate.[68]

In January 2013, Speech Consultant entered into a new contract with Representative Rodgers (which listed Representative Rodgers' congressional office as her address).[69] The contract provided that Speech Consultant would render "consulting services associated with media preparation and training/Message design and strategy for Cathy McMorris Rodgers and regular service to the House Republican Conference" for $5,000 a month, as well as costs and expenses, and an additional $300 an hour for instruction to Conference members.[70] According to House disbursement records, for the first several months of 2013, Speech Consultant received half of his retainer from the congresswoman's MRA and the other half from the Conference.[71]

Later in 2013, Speech Consultant stopped receiving payments from the MRA altogether. He continued to receive some funds from the Conference (typically about half of his retainer and then additional funds for Conference member training) but began to receive the remainder of his retainer from Representative Rodgers' Leadership PAC or campaign committee. Representative Rodgers told the Committee that Speech Consultant did not help with campaign or political communications in 2013.[72] Speech Consultant confirmed this in his interview with the Committee.[73] When asked why Speech Consultant was then paid with unofficial funds for a portion of that year, Representative Rodgers responded, "because these [media] interviews, sometimes they're political and sometimes they're official. So this is to make sure that when it's political, I can tell you I paid for it with political funds."[74]

Representative Rodgers continued to compensate Speech Consultant from both her campaign committee funds and the Conference budget until early 2015. She told the Committee she "wasn't a part of those discussions or decisions" regarding Speech Consultant's compensation during that time, and that those decisions were made

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[65] *Id.*
[66] 18(a) Interview of Representative Rodgers.
[67] Exhibit 21(December 12, 2012 email from Mr. Deutsch to campaign treasurer asking him to pay Speech Consultant's invoice, noting that Speech Consultant had previously been paid out of the Leadership PAC "but now there is no money in the account so reelect needs to pay.").
[68] 18(a) Interview of Speech Consultant.
[69] Exhibit 22.
[70] *Id.*
[71] Representative Rodgers told the Committee that her personal office compensated Speech Consultant because of his help with her official speeches and interviews. 18(a) Interview of Representative Rodgers.
[72] *Id.*
[73] 18(a) Interview of Speech Consultant.
[74] 18(a) Interview of Representative Rodgers.

by Mr. Deutsch.[75] Mr. Deutsch told the Committee he did not recall discussing Speech Consultant's compensation with Representative Rodgers.[76]

Speech Consultant's compensation history is summarized in the following chart:

PAYMENTS TO SPEECH CONSULTANT FROM OFFICES/ORGANIZATIONS CONTROLLED BY REPRESENTATIVE RODGERS (2012–2015)

	2012	2013	2014	2015
Rodgers House Office MRA	—	$10,000	—	—
House Republican Conference	—	$30,600	$27,600	$4,500
Rodgers campaign committee	$4,498	$12,500	$30,000	$4,500
Rodgers leadership PAC	$14,000	$7,500	—	—

In 2014, Speech Consultant's services to another Member were the subject of an OCE investigation, unrelated to Representative Rodgers.[77] The Committee released OCE's Report and Findings in that matter on October 29, 2014.[78] On September 3, 2015, Speech Consultant pled guilty in federal criminal court to making material false statements to OCE in that matter.[79]

iii. Leadership Consultant

During the November 2012 race for the Republican Conference Chair position, Leadership Consultant offered her advising services to Representative Rodgers, working with her staff out of the congressional office.[80] She continued to assist Representative Rodgers during the leadership transition and was added to the payroll for the congresswoman's personal office as an "Executive Assistant" during that time, for which she was paid $9,250 from the MRA.[81]

In 2015, Leadership Consultant told the Committee that she had been working as a "consultant with the House Republican Conference" since Representative Rodgers was first elected Conference Chair,[82] and said that she had received the "official offer" to join the Conference staff from Mr. Deutsch.[83] She testified that she worked part-time and "at best" would come to the office a couple days a week.[84] However, she told the Committee later during her interview that she is "actually more a consultant for Cathy, more than anything else, because I do more political consulting stuff. I don't do very much official stuff."[85] She told the Committee she

[75] *Id. But see id.* (Q: "Did [Mr. Deutsch] tell you during that time period how [Speech Consultant] was being paid?" A: "I believe we discussed it.").
[76] 18(a) Interview of Jeremy Deutsch.
[77] *See* Statement of the Chairman and Ranking Member of the Committee on Ethics Regarding Representative Paul Broun (Oct. 29, 2014), *available at* https://ethics.house.gov/press-release/statement-chairman-and-ranking-member-committee-ethics-regarding-representative-paul-0.
[78] *Id.*
[79] Plea Agreement, *United States v. Brett O'Donnell*, No. 15–34 (M.D.Ga. Sept. 3, 2015).
[80] 18(a) Interview of Leadership Consultant.
[81] *Id.*; Exhibit 23 (Fourth Quarter 2012 House Disbursements from Office of Representative Rodgers).
[82] 18(a) Interview of Leadership Consultant.
[83] *Id.*
[84] *Id.* The Conference Operations Director, who worked full-time in the Conference from approximately January to August 2013, recalled in a 2019 interview that Leadership Consultant was involved in setting up the Conference office, but did not recall seeing her in the Conference offices after the staff had been fully hired, and did not understand Leadership Consultant to have been a volunteer for the Conference. 18(a) Interview of Conference Operations Director.
[85] 18(a) Interview of Leadership Consultant.

was paid by Representative Rodgers' Leadership PAC and campaign committee for that consulting work.[86] FEC records show that she was paid by the Leadership PAC from May 2013 to September 2013, and by Representative Rodgers' campaign committee from June 2014 to January 2017. Leadership Consultant has never received any compensation from the Conference.[87]

Leadership Consultant's 2014 contract with the campaign committee listed her "scope of work" to include offering advice on leadership positions, campaign staffing, and "budgeting."[88] When asked what "budgeting" she advised Representative Rodgers on, Leadership Consultant said, "[t]he only thing I can think of here is I would . . . give my advice, you know, the people I think would be best for CMR within the budget of the Conference."[89] Representative Rodgers told the Committee that she believed Leadership Consultant served as a consultant for the Conference in 2013, but that she did not understand her to be volunteering her time.[90]

2. Relevant House Rules, Laws, and Other Applicable Standards of Conduct

i. Unofficial Office Accounts and Volunteer Services

House Rule XXIV provides that no Member may maintain an unofficial office account, or "defray official expenses for mail or other communications, compensation for services, office space, office furniture, office equipment, or any associated information technology services."[91] This restriction is similarly codified at 2 U.S.C. § 503(d).

ii. Consultant Services

Federal law sets forth certain restrictions on the ability of House offices to retain consultant services. Title 2 of the U.S. Code provides that House committees are permitted, contingent on approval from the Committee on House Administration (CHA), to procure consultant services for not more than one year.[92] Under Title 2, certain leadership offices are also permitted to have consultants on a temporary or intermittent basis—specifically, the Speaker, Majority Leader, and Minority Leader may each procure one consultant.[93] There is no provision of the law or CHA regulations that per-

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[86] *Id.*

[87] Leadership Consultant appears to have listed her occupation as "Consultant, House Republican Conference" on her LinkedIn profile from January 2013 to January 2017. Leadership Consultant has also been identified in press reports as an "outside consultant" who worked with Mr. Deutsch on personnel decisions for the Conference. *See* Jonathan Strong, "A Step Back, a Look in the Mirror, a Team Realignment," Mar. 9, 2013, ROLL CALL, *available at* http://www.rollcall.com/news/a_step_back_a_look_in_the_mirror_a_team_realignment-222977-1.html ("McMorris Rodgers" new communications team is roughly twice the size of the one in place under Rep. Jeb Hensarling, her predecessor. Hard-charging chief of staff Jeremy Deutsch led a top-to-bottom staff evaluation with outside consultant [Leadership Consultant] that resulted in at least one firing.").

[88] Exhibit 24 (agreement signed by Leadership Consultant on August 22, 2014, and effective from July 16, 2014 to December 31, 2014). The Committee was not provided with any other contracts for Leadership Consultant's services.

[89] 18(a) Interview of Leadership Consultant.

[90] 18(a) Interview of Representative Rodgers.

[91] *See also Ethics Manual* at 284–85 (citing Comm. on Standards and Official Conduct, Advisory Op. No. 6 (May 9, 1977)) (prohibition on unofficial office accounts proscribes the private, in-kind contribution of goods or services for official purposes, subject to certain exceptions for services from government agencies or through educational programs).

[92] 2 U.S.C. § 4301(i).

[93] 2 U.S.C. § 5102(a).

mits other House leadership offices to procure consultant services.[94]

Pursuant to 2 U.S.C. § 4301, CHA also sets limits on the extent to which House funds may be used to compensate individuals or firms providing consulting or contracting services. The *Members' Congressional Handbook* (*Members' Handbook*) explains, "only committees are authorized to procure the temporary services of consultants. Member offices are not authorized to procure consultant services."[95] Rather, Member offices may only retain "contractors." From at least 2011 to 2016, the *Members' Handbook* stated that a Member office:

> may contract with firms or individuals only for general, non-legislative and non-financial, office services (*e.g.,* equipment maintenance, systems integration, data entry, staff training, photography, custodial services, web services) for a specified time period not to exceed the Member's current term. Such contracts are reimbursable. Such contractors are not employees of the House and are ineligible for government-provided personnel benefits.[96]

The *Members' Handbook* also states, "Members are advised to consult the Committee on House Administration when entering into such contracts."[97] No House entity has published any guidance with respect to the use of consultants or contractors by leadership offices.

iii. Federal Employee Activities in Matters Affecting U.S. Government Interest

18 U.S.C. § 203 prohibits federal employees, including a Member, officer, or employee of the House, from receiving compensation, other than salary, for providing any "representational services, agent or attorney or otherwise," to others, before any department, agency or officer, in relation to any contract, claim, or other particular matter in which the United States has a direct and substantial interest.18 U.S.C. § 205 prohibits any legislative branch officer or employee from acting as an agent or attorney for anyone other than the employee's self before any department, agency or officer in connection with any contract, claim, or other particular matter in which the United States has a direct and substantial interest. An individual is an "agent" within the meaning of Section 205 if he has actual and apparent authority to act on behalf of the principal.[98]

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[94] Title 2 does authorize the procurement of consultant services by the Senate Majority and Minority Leader, the President Pro Tempore of the Senate, the Secretary of the Senate, the Legislative Counsel of the Senate, and the Majority and Minority Conference Committees of the Senate. 2 U.S.C. §§ 6501, 6157.

[95] Exhibit 25 (hereinafter, *Members' Handbook* (2011)) (citing 2 U.S.C. § 72a).

[96] *Id.* The current version of the *Members' Handbook,* adopted on July 25, 2018, includes a revised contractor rule stating that general office services should be "outside core office functions." *See* https://cha.house.gov/sites/democrats.cha.house.gov/files/documents/116th_Members_Congresional_Handbook_03-26-2019.pdf. It also includes a revised consultant rule, which explicitly prohibits hiring speechwriters and communications advisers. *See id.*

[97] *Id.*

[98] *See O'Neill v. Dep't of Housing and Urban Dev* 220 F.3d 1354, 1360–61 (Fed. Cir. 2000).

iv. Official Appropriations

Federal law requires that appropriations "shall be applied only to the objects for which the appropriations were made."[99] Regulations from CHA implement that requirement and provide that House funds and resources are to be used for official House business and may not be used for any unofficial purposes. The *Members' Handbook* states that, "[o]nly expenses the primary purpose of which [is] official and representational" are reimbursable from the MRA.

v. Additional House Rules, Laws, and Other Standards of Conduct

House Rule XXIII contains the Code of Official Conduct, which governs the actions of any Member, Delegate, Resident Commissioner, officer or employee of the House. Clause 8, states that "[a] Member . . . of the House may not retain an employee who does not perform duties for the offices of the employing authority commensurate with the compensation such employee receives." Clauses 1 and 2, provide that "[a] Member . . . officer, or employee of the House shall behave at all times in a manner that shall reflect creditably on the House," and "shall adhere to the spirit and the letter of the Rules of the House."

The Code of Ethics for Government Service sets forth standards of conduct for all government employees.[100] Clause 2 of that Code provides that those in government service should "[u]phold the Constitution, laws, and regulations of the United States and of all governments therein and never be a party to their evasion." Clause 3 instructs every employee to "[g]ive a full day's labor for a full day's pay." Clause 7 provides that employees should "[e]ngage in no business with the Government, either directly or indirectly, which is inconsistent with the conscientious performance of his governmental duties," and Clause 8 prohibits the use of information an employee receives "confidentially in the performance of governmental duties as a means for making private profit." All public servants are charged under the Code with upholding the principles articulated, "ever conscious that public office is a public trust."

3. Analysis

In both her official and political capacities, Representative Rodgers frequently relied on the services of three individuals who considered themselves to be consultants: Stan Shore, Speech Consultant, and Leadership Consultant. She compensated each of these individuals from a mix of official and unofficial resources, without establishing clear boundaries as to what source of compensation was used for particular services. As a result, the Committee found Representative Rodgers (1) used official funds to compensate consultants for impermissible services and expenses, and (2) received voluntary services for official work from consultants and/or compensated consultants for official services in whole or in part from political funds. As discussed further below, the Committee also determined that certain conduct relating to Mr. Shore's consulting firm merits further review by the House Inspector General.

[99] 31 U.S.C. § 1301.
[100] See *Ethics Manual* at 1, 20–21, 355.

i. Representative Rodgers Used Official Funds To Compensate Consultants for Impermissible Services and Expenses

The use of consultant services by congressional offices is addressed in Title 2 of the U.S. Code, which sets out the laws relating to the operation of Congress. Title 2 provides that House committees are permitted, contingent on approval from CHA, to "procure the temporary services (not in excess of one year) or intermittent services of individual consultants, or organizations thereof, to make studies or advise the committee."[101] The Speaker, Majority Leader, and Minority Leader of the House are "each authorized to appoint and fix the compensation of one consultant, on a temporary or intermittent basis."[102] Title 2 also specifies several other congressional offices that are permitted to procure consultant services, including the Conference of the Majority and Conference of the Minority *in the Senate.*[103] There is no mention, however, of House party caucuses or Member offices procuring consultant services. Given that the law clearly identifies the select instances where procurement of consultant services *is* permitted for congressional offices, a reasonable inference is that procurement of consultant services *is not* permitted for Member offices, the House Republican Conference, and the Democratic Caucus.[104]

CHA, which is charged under section 5505 of Title 2 with approving all payments from applicable accounts of the House,[105] appears to have interpreted the law accordingly, at least with respect to Member offices. Citing directly to Title 2, CHA makes clear in its regulations that "only committees are authorized to procure the temporary services of consultants. Member offices are not authorized to procure consultant services."[106] Rather, Member offices may only retain "contractors" for general office services.[107] However, no House entity provides any general guidance on expenditures by leadership offices.[108] It is the Committee's view that the House community would benefit from more guidance as to the use of official funds by leadership offices. Nonetheless, the Committee was presented with ample evidence that the use of official funds to pay Representative Rodgers' consultants at times ran afoul of applicable House rules, CHA regulations, federal laws, and other ethical standards.

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[101] 2 U.S.C. § 4301(i).

[102] *Id.* at § 5102(a).

[103] 2 U.S.C. §§ 6501, 6155, 6157.

[104] *See Chevron U.S.A. Inc. v. Echazabal,* 536 U.S. 73 (2002) (discussing the well-established canon of statutory interpretation *expressio unius est exclusion alterius,* or expressing one item of an associated group excludes another left unmentioned.); *see also Nashville Milk Co. v. Carnation Co.,* 355 U.S. 373, 376 (1958).

[105] Applicable accounts" means "accounts for salaries and expenses of committees (other than the Committee on Appropriations), the computer support organization of the House of Representatives, and allowances and expenses of Members of the House of Representatives, officers of the House of Representatives, and administrative and support offices of the House of Representatives." 2 U.S.C. § 5505(b).

[106] *Members' Handbook* (2011) at 5; *Members' Handbook* (2019) at 6.

[107] *Id. See also* Comm. on Ethics, *In the Matter of Representative Luis Gutiérrez,* H. Rept. 115–617, 115th Congress, 2d Session 19–20 (2018) (*Gutiérrez*).

[108] The Conference Operations Director noted that CHA would provide the Conference guidance on specific questions, but said there was less clarity about the rules as to leadership offices than for personal member offices. 18(a) Interview of Conference Operations Director.

a. Mr. Shore Was Paid With Official Funds for Impermissible Services

From 2013 to 2017, Mr. Shore provided consulting services to the Conference, for which he was paid from an administrative account separate from salary expenses. During that time, he assisted the Conference with hiring, worked on campaign speeches, and helped set Conference and personal office budgets. From January to June 2013, Mr. Shore was also a House employee, though he continued to perform many of the same duties after he was removed from the payroll. Mr. Shore's duties, including writing official speeches and advising on official hiring and budgeting, went beyond the services that outside vendors are intended to provide.

When asked by the Committee, Mr. Shore could not distinguish between the duties he performed as a salaried employee and the duties he performed as an outside vendor. Without any clear definition of his various roles, the potential for violations of the laws, rules, and regulations that govern House offices and their appropriated funds was heightened. Given the blurring of Mr. Shore's positions, his compensation from each of the separate official sources may not have been commensurate with the duties he performed.[109] To the extent payments from the "AE1" account subsidized Mr. Shore's performance of the regular and normal duties of official staff, such payments were also inconsistent with the restrictions on consulting services articulated by CHA.[110] The need to determine the amount of compensation provided to Mr. Shore for his duties as a staffer, versus the compensation for his work as a vendor, is not a merely formalistic exercise. Pursuant to certain ethics laws and rules, highly compensated House employees are subject to additional ethics restrictions, including financial disclosure requirements and restrictions on outside earned income. Mr. Shore's combined compensation from House sources in early 2013 would have put him well above the senior staff threshold that triggers financial disclosure requirements.[111] However, his pay was structured so that most of his compensation from the House during that time went through his consulting firm, allowing him to bypass those requirements.

From 2013 to 2017, Mr. Shore's firm received more than $250,000 from the House for what was publicly reported to be a "technology service contract," but there was never an actual written, signed contract in place. Although CAO has informed the Committee this is permissible under their payment standards, the Committee finds it concerning that such a vast sum of official funds was transmitted to an outside firm without the protections that a signed contract would provide. Without a written contract in place,

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[109] *See* House Rule XXIII, cl. 8 (providing that a Member "may not retain an employee who does not perform duties for the office of the employing authority commensurate with the compensation such employee receives.").

[110] *See Committees' Congressional Handbook* (2019), *available at* https://cha.house.gov/handbooks/committee-handbook (CHA "will not approve a contract if the services to be provided by the consultant are the regular and normal duties of Committee staff.").

[111] In 2013, House employees whose basic rate of pay was equal to or greater than $9,962.80 per month for at least 60 days were subject to the financial disclosure requirements of "senior staff." From January to March 2013, Mr. Shore received $8,833 each month as a House employee, but also received $6,500 from the Conference for his consultant services during January 2013, and $15,000 each month from February to March 2013. Accordingly, Mr. Shore received compensation above the senior staff rate. The Committee notes that his total House compensation for those months was also greater than the maximum salary authorized under the Speaker's Pay Order.

or any effort to articulate the boundaries of the work that Mr. Shore's compensation was authorized to cover, the potential for misuse of official funds was particularly high. The Committee's investigation in this matter focused on the conduct of Representative Rodgers, and those under her supervision and control; broader questions about the administrative process governing the disbursement of funds from the official budget are beyond the scope of this matter. Further, consideration of the performance, accountability, and integrity of House financial, administrative, and technology-based operations is the stated mission of the House Office of the Inspector General (OIG).[112] Accordingly, the Committee has voted to send a copy of this Report and relevant supporting documents to the OIG with a recommendation that the OIG: review the institutional processes, procedures, and controls under which Mr. Shore's firm was compensated for the provision of vaguely defined services without a contract for over five years, as well as any further issues arising out of those processes, procedures, and controls.

b. Representative Rodgers reimbursed Mr. Shore for living and commuting expenses through increased salary payments

The Committee also found Mr. Shore may have been improperly compensated through his House salary for his travel expenses.

Although officially-connected travel is generally reimbursable from official funds, under CHA regulations, "living and commuting expenses" are not reimbursable except in extraordinary circumstances, with written authorization from CHA.[113] While CHA does not explicitly provide this guidance to leadership offices, the Committee found that Representative Rodgers' Conference staff was generally aware of the restriction and understood it to apply to the Conference office. The precept that appropriated funds cannot be used to pay for the costs of employees commuting to their duty station is fundamental across the federal government.[114] If leadership office employees could use official funds to pay for their commuting expenses, there would be no basis on which to restrict Members themselves from using leadership funds for such expenses—such as lodging in Washington, D.C., which Members have long acknowledged they are prohibited from paying with official funds.

Official funds may also not be used to reimburse expenses for travel the primary purpose of which is campaign-related.[115] Even where the primary purpose of a trip is official, additional travel costs incurred for a campaign purpose, such as additional nights of

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[112] Inspector General of the House, https://www.house.gov/the-house-explained/officers-and-organizations/inspector-general (explaining that the mission of the House Inspector General is "to provide recommendations for improving the performance, accountability, and integrity of House financial, administrative, and technology-based operations.") (last visited Nov. 22, 2019).

[113] CHA rules provide that this restriction applies to Member offices as well as committees and eligible congressional member organizations. *Members' Handbook* (2011); *Committees' Handbook* (2011); *Eligible Congressional Member Organizations Handbook* (2011). "Living expenses" is defined to include "meals, housing, and other personal expenses incurred at the Member's or employee's residence or duty station," and "commuting expenses" is defined to include "transportation expenses incurred by the Member or employee while commuting between their residence and duty station." *Members' Handbook* (2011) at 27.

[114] *See, e.g.,* GENERAL ACCOUNTABILITY OFFICE, PRINCIPLES OF FEDERAL APPROPRIATIONS LAW, at 3–33 (4th ed. 2017) (citing 31 U.S.C. § 1344(a)(1)) ("[E]mployees must bear the costs of commuting to and from their official duty stations each day.").

[115] *Ethics Manual* at 131.

hotel lodging to attend campaign meetings or events, must be paid for with campaign funds.[116]

The use of salary payments to reimburse transportation expenses also implicates House Rule 23, clause 8, which provides that employees' compensation must be commensurate with the duties they perform. The Committee previously found a violation of this rule where a Member used salary increases to pay for staff's personal travel expenses.[117] In *The Matter of Representative Barbara Rose-Collins,* the Committee found that the Member awarded raises to some of her congressional staff to enable them to accompany her on a trip to Africa. Although the travel in that matter was personal in nature, the crux of the violation was that the salary payments were not tied to staff's performance of their official duties.

Emails reviewed by the Committee indicate Mr. Shore may have received payments in January and February 2013 in part to reimburse him for travel expenses he incurred in November, December and January.[118] These substantial travel expenses accrued in part as a result of Mr. Shore's residence on the opposite side of the country from his "duty station" at the Conference. To some extent, these expenses also related to Mr. Shore's travel to Washington, D.C., in his role as Representative Rodgers' general campaign consultant. Mr. Shore initially proposed that Representative Rodgers' leadership PAC or campaign committee reimburse the cost of his flights, hotels and meals from his travel to Washington, D.C. in November and December 2012.[119] Mr. Shore testified that the purpose of that travel was in part to assist with "campaign reorganization," and in part to assist with the leadership transition.[120] He was never reimbursed from the political committees for that travel.[121]

Mr. Shore proposed in late January 2013 that he "continue at current salary through February; then reduce salary to $1,500 per month. The big payments in January and February serve to reimburse me for the Nov-Jan travel."[122] Mr. Shore's salary in January and February 2013 was $8,833, and was later reduced to $1,500 per month in April 2013. Mr. Shore also received $8,833 in March 2013, although the Committee was unable to ascertain whether the larger payment that month was also intended to reimburse travel costs.[123] For at least January and February 2013, however, at least some portion of Mr. Shore's salary was intended to serve as travel cost reimbursements.

Mr. Shore told the Committee he was never reimbursed for travel after the Conference learned it was not a permissible use of House funds.[124] He said he was paid larger amounts in January and February because he was doing a greater amount of work,

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[116] *Id.* at 116 ("Any additional meal, lodging, or other travel expenses that the Member or staff person incurs in serving a secondary purpose must be paid by the source associated with that secondary purpose.").

[117] Comm. on Standards of Official Conduct, *In the Matter of Representative Barbara Rose-Collins,* H. Rept. 104–876, 104th Cong., 2d Sess. 87 (1997) (*Barbara Rose-Collins*).

[118] *See* Exhibit 12; Exhibit 11.

[119] Exhibit 4.

[120] 18(a) Interview of Stan Shore.

[121] *Id.*

[122] Exhibit 12.

[123] On March 19, 2012, Mr. Shore requested of the Conference administrative staff, "given the difficulties we discussed yesterday, could you please retain my salary in March for payment at end of March[,] at the same level as January and February? [T]his seems a certain path and we can make other adjustments later as needed." Exhibit 13.

[124] 18(a) Interview of Stan Shore.

which happened to align with his initial proposal to be paid a larger salary to reimburse him for travel. The Conference Operations Director confirmed that he did more work in the earlier months. However, the Committee did not find Mr. Shore's assertion that he abandoned his plan for reimbursement through salary to be credible. Mr. Shore's January 25, 2013 email stated that his *current salary* was to reimburse him for travel expenses, not for the duties he performed. The email makes clear that the plan to use a higher salary to circumvent the restrictions on reimbursing Mr. Shore's travel funds had already been implemented. The Committee also found reason to believe, based on Mr. Shore's own testimony, that at least some of those travel expenses were incurred in connection with Mr. Shore's campaign work.[125] The Committee therefore found that Mr. Shore was impermissibly reimbursed for his living or commuting expenses and/or campaign-related travel costs. However, the Committee did not find evidence that Representative Rodgers was aware or had reason to be aware of this plan.

c. Mr. Shore Represented his Consulting Firm in Connection with Government Contracts While a House Employee

Mr. Shore is the sole owner of his consulting firm, Datagraphics, and was the firm's agent for purposes of contracting with the House.[126] During the six months for which he was a House employee, Mr. Shore was actively involved in negotiating the Datagraphics contract with the House Conference and regularly invoiced the House for the services he provided to the Conference through Datagraphics.[127]

Federal laws restrict House employees from acting as an agent or representative of a party in a contract or other matter in which the federal government is a party.[128] As the *Ethics Manual* cautions, 18 U.S.C. 203 and 205 generally prohibit House employees from privately representing others before the federal government.[129] Although the Department of Justice has interpreted these statutes to allow an exemption for an employee's representation of himself before the government, it is not clear that such an exemption would extend to the representation of a distinct legal entity owned by that employee, including an LLC such as Datagraphics.[130] Furthermore, the Code of Official Conduct provides that House employees may not permit compensation to accrue to their beneficial interest "by virtue of influence improperly exerted from the position of such individual in Congress."[131] House Members and employees are also charged with adhering to the "spirit," in addition to the "letter" of the rules.[132] Mr. Shore's dual arrangement with the Conference was unambiguously contrary to the spirit of the House's conflict of interest rules and laws.

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[125] *See supra* note 20 and accompanying text.
[126] *See O'Neill*, 220 F.3d at 1360–61.
[127] Exhibit 12; Exhibit 11; Exhibit 7; Exhibit 6. During this time, Mr. Shore also contracted with another Member for services categorized as "printing and reproduction" in House disbursement records. He was compensated $8,853.60 from that Member's MRA on February 1, 2013.
[128] 18 U.S.C. §§ 203, 205; *see also Ethics Manual* at 198–200.
[129] *Ethics Manual* at 185.
[130] *See* Office of Gov't Ethics, Informal Adv. Op. 85 x 12 (Aug. 29, 1985).
[131] House Rule XXIII, cl. 3.
[132] House Rule XXIII, cl. 2.

Mr. Shore is no longer a House employee or contractor and is not subject to the jurisdiction of this Committee. The Committee notes, however, that Representative Rodgers could have done more to prevent these violations from occurring. Although Members are free to delegate various duties relating to their office structure and budget to their staffers, they must do so responsibly and remain accountable for the consequences. Representative Rodgers' delegation decisions left the House deprived of the arms-length dealing and fair competition that the laws and rules discussed above are intended to preserve.

ii. Representative Rodgers Received Official Services from Consultants that were Voluntary or Compensated from Political Funds.

House Rule XXIV provides that Members may not maintain "an unofficial office account," and may not use unofficial funds "to defray official expenses for mail or other communications, compensation for services, office space, office furniture, office equipment, or any associated information technology services." The Committee has interpreted this rule to provide that "outside private donations, funds, or in-kind foods or services may not be used to support the activities of, or pay the expenses of, a congressional office." [133]

The Committee has previously relied on the language of Rule XXIV to support its finding that "the regular involvement of a volunteer/political advisor in a congressional office who performs tasks properly associated with the official responsibilities of House Members is inappropriate." [134] Congressional offices may accept the services of a volunteer only where there is a clearly defined program to assure that the volunteer receives a significant education a benefit, and the volunteer services do not supplant the normal and regular duties of paid employees.[135]

The Committee found that Representative Rodgers likely accepted official services from all three consultants that were defrayed with political funds or not compensated at all, in violation of Rule XXIV.

Mr. Shore testified that he "volunteered" for the Conference first in November 2012, immediately after Representative Rodgers was elected Conference Chair, and again from July to September 2013, after he was removed from the Conference payroll. During that time, he was also receiving payment from Representative Rodgers' political committees. Whether Mr. Shore's services to the Conference during that time were entirely uncompensated, volunteer services, or whether they were covered by the compensation he received from political funds, Mr. Shore provided Representative Rodgers' congressional office with services for approximately three months that were not paid for with official funds. There is also some evidence that political funds may have been used to defray

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[133] *Ethics Manual* at 326; *see also* House Select Comm. on Ethics, *Advisory Opinion No. 6* (May 9, 1977), *reprinted in Final Report of the Select Committee on Ethics*, H. Rep. 95–1837, 95th Cong. 2d Sess. app. at 65 (1979).

[134] Comm. on Standards of Official Conduct, *In the Matter of Representative Bud Shuster*, H. Rept. 106–979, 106th Cong. 2d Sess. 44 (2000) (Shuster). *See also* Comm. on Standards of Official Conduct, *Inquiry into Various Complaints Filed Against Representative Newt Gingrich*, H. Rpt. 104–401, 104th Cong., 1st Sess. 4 (1995) (*Gingrich*).

[135] *Ethics Manual* at 288.

his compensation earlier in 2013, when he was serving as both an employee and vendor to the Conference.[136]

Speech Consultant was paid entirely with political funds in 2012, when part of his services to Representative Rodgers included working with her official communications team on media relations. While he was paid with official funds for the first three months of 2013, when he began providing services to the Conference, he was paid with political funds, despite Representative Rodgers' acknowledgement that his services were entirely related to her official duties.

Finally, Leadership Consultant was paid only with political funds the entire time she served as a consultant to the House Republican Conference. The services she provided the Conference were either voluntary or paid for by those political funds. As discussed above, the Committee found evidence indicating the latter to be the case: Leadership Consultant's 2014 contract with Representative Rodgers' campaign includes the provision of budgeting services, which she told the Committee were services she provided to the Conference. Accordingly, the expenses for services provided by Leadership Consultant to the Conference appear to have been defrayed with political funds.

Because Mr. Shore, Speech Consultant and Leadership Consultant provided official services that were not compensated with official funds, the Committee found Representative Rodgers effectively maintained unofficial office accounts in violation of House Rule XXIV.

B. ALLEGATIONS RELATING TO USE OF OFFICIAL RESOURCES FOR POLITICAL AND CAMPAIGN ACTIVITIES

From at least 2008 through 2013, when OCE began its investigation, several members of Representative Rodgers' official staff were heavily involved with her campaigns and other political endeavors. At least some members of her official staff, including Mr. Deutsch, continued to have substantial involvement with her campaign and political efforts after the start of the OCE investigation in August 2013. As discussed further below, applicable House rules and laws permit congressional staff to voluntarily assist with political activities, provided they do not do so using official resources. The Committee examined allegations that Representative Rodgers, and others acting under her supervision and control, used various types of official resources, including staff time, congressional office space, travel funds, and other resources, for campaign and political activities. As part of that examination, the Committee looked at the policies and safeguards implemented by the congresswoman relating to the use of official resources for political work.

1. Background

i. Policies regarding political work by official staff

Representative Rodgers asserted that the policies in her offices regarding campaign work were clearly communicated to staff in

[136] Exhibit 14.

writing.[137] When hired, all staff were provided with an Employee Handbook detailing the office policies, including policies relating to official staff participating in political activities.[138] Staff were required to sign and submit a form acknowledging they received the Employee Handbook, and had read and understood its contents.[139] Representative Rodgers provided the Committee with only one other document discussing the office policies on campaign work: a training document dated July 2009.[140] The language in the different iterations of the Employee Handbook used in Representative Rodgers' member and Conference offices with respect to staff leave and political work has shifted over time, but at all times her written policies have included some form of the statement that campaign work can only be performed by official staff on their "own time." [141]

Despite these written policies, the Committee was not able to determine what office rules were actually implemented in Representative Rodgers' offices. The 2009 training document stated that official staff working on the campaign "must keep a detailed, written, contemporaneous diary recording each segment of time you spend on official duties and each segment of time you spend on campaign activities." [142] In at least 2010 and 2011, the Employee Handbook provided that "[e]mployees of the Office may engage in campaign work only on their own time, and only when their Campaign Work Authorization Form . . . has been pre-approved by the Chief of Staff in writing." [143] However, the Committee did not find any record of any official staffer following either of these policies for work done on Representative Rodgers' campaign.[144] The staff interviewed by the Committee said they never maintained these records, and some who worked for the congresswoman in 2009, 2010 or 2011 were completely unfamiliar with these policies.[145]

Similarly, the Committee received conflicting evidence about the actual office policies regarding unofficial work during office hours. The various iterations of the Employee Handbook from 2010

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[137] OCE's Referral, Ex. 4 (Memorandum of Interview for Representative Rodgers); 18(a) Interview of Representative Rodgers.

[138] 18(a) Interview of Representative Rodgers.

[139] *See, e.g.*, Exhibit 26.

[140] Exhibit 27. Representative Rodgers told the Committee that, to her knowledge, her policies concerning campaign work by staff were not in writing anywhere other than the Employee Handbooks and the July 2009 training document. 18(a) Interview of Representative Rodgers. Representative Rodgers said her policies were also communicated at annual staff retreats, during presentations lasting for about 30–60 minutes. *Id.* Her staff were also expected, as are all House staff, to complete the annual ethics training provided by the Committee.

[141] Exhibit 26 (Employee Handbook for the Office of Representative Rodgers effective August 17, 2010); Exhibit 28 (Employee Handbook for the Office of Representative Rodgers effective June 1, 2011); Exhibit 29 (Employee Handbook for "Team CMR," applicable to employees of the House Republican Conference and the Office of Representative Rodgers, effective January 28, 2015). No other versions of the Employee Handbook for Representative Rodgers' offices were provided to the Committee. The July 2009 training document defined an employee's "own time" as "your lunch hour, after-work hours, and time you are on leave status as set forth in our Employee Handbook." Exhibit 27.

[142] Exhibit 27.

[143] Exhibit 26; Exhibit 28.

[144] There was one instance where a staffer completed a Campaign Work Authorization Form to volunteer with a Senate campaign. Exhibit 30. At least some staffers understood this form to only be required when working on a campaign other than the congresswoman's. 18(a) Interview of Policy Advisor; 18(a) Interview of New Media Director. *But see* 18(a) Interview of Representative Rodgers ("Q: [D]oes the reference to campaign work there include work for your campaign? A: I believe so."); OCE's Referral, Ex. 5 (In Mr. Deutsch's OCE interview, "the witness stated that the form was required to be completed if a staff member wanted to work on any campaign," unless the staff member filled out a separate "vacation" leave form.).

[145] 18(a) Interview of 2010 Staffer; 18(a) Interview of 2008–2009 Press Secretary; 18(a) Interview of Policy Advisor; 18(a) Interview of Deputy District Director.

through 2015 were largely consistent, setting office hours from 8:30 a.m. or 8:45 a.m. to between 5:00 p.m. and 6:00 p.m.[146] Prior to the 2015 Employee Handbook, which provides that lunch periods are established by each employee's supervisor, the written policy stated that employees had one hour for lunch.[147] The Handbooks also noted the right of the office to unilaterally change or revise its policies or practices, and gave Mr. Deutsch and other supervisors discretion with respect to certain attendance requirements.[148] At times, Mr. Deutsch could be strict about office hours, sometimes penalizing staff for being 15 minutes late.[149] He considered a two-hour lunch period to be inappropriate and on at least one occasion scolded an employee for taking a longer lunch.[150]

However, staffers testified that there were some instances in which the office's practices with respect to time and attendance were flexible. For example, two staffers who suffered personal family tragedies during their time in the office indicated that the office was accommodating and flexible about their work arrangements during their bereavement.[151] Mr. Deutsch's strict enforcement of office hours also did not appear to extend to absences for political work.

Representative Rodgers and Mr. Deutsch testified that staff were permitted to make up time spent on unofficial tasks during office hours by working later at other times.[152] Representative Rodgers told the Committee:

> I understood that these are not typical 9 to 5 jobs. I understood that my staff is working a variety of hours, depending upon the day, depending upon the week. My staff works weekdays and weekends. And my understanding would be that as long as they could document when they were doing the campaign activities versus when they were doing the official time, that there was flexibility involved.[153]

Representative Rodgers also said she expected staff were "doing their 40 hours of congressional time," but added, "I don't know that I've ever said that out loud to them though."[154] This policy of general flexibility was not included in Representative Rodgers' written policies.[155] Several staffers told the Committee they understood the

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[146] Exhibit 26; Exhibit 28; Exhibit 29. Prior to the 2015 Employee Handbook, which provides that lunch periods are established by each employee's supervisor, the written policy stated that employees had one hour for lunch.

[147] *Id.*

[148] *Id.*

[149] 18(a) Interview of Jeremy Deutsch; 18(a) Interview of Press Secretary.

[150] 18(a) Interview of Jeremy Deutsch.

[151] *See* 18(a) Interview of Press Secretary; 18(a) Interview of New Media Director.

[152] 18(a) Interview of Jeremy Deutsch; 18(a) Interview of Representative Rodgers.

[153] 18(a) Interview of Representative Rodgers. When asked if this was still her understanding, Representative Rodgers said that, since OCE's investigation, she has been "under the impression now that basically 8:30 to 5:30 they shouldn't be doing any campaign work unless they take leave." *Id.*

[154] *Id.*

[155] The Employee Handbooks in effect from 2010 to 2014 are generally based on the Model Handbook produced by CHA and included standard disclaimers that the policies were subject to modification by the office supervisors at any time. Exhibit 26; Exhibit 28. Those handbooks also included a detailed "discretionary time off" policy by which employees who performed more than three hours of official work on weekends or holidays could receive up to two days per month of time off during the work week, after filling out specific forms. Id. After OCE's investigation began, the office adopted a new handbook that explicitly noted that exceptions to the

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office hours to be flexible.[156] However, Representative Rodgers and Mr. Deutsch also testified that, on at least some occasions, they believed staff should take leave when they performed campaign work during office hours.[157]

In several instances in which official staff spent a full day during the work week participating in campaign or political activities, those staffers told the Committee they recalled submitting a request to use annual leave. In nearly all of those instances, there is no record of staff requesting leave, or of any leave being deducted from their allotted annual leave on those days. For example, in August 2012, five members of Representative Rodgers' official staff attended the Republican National Convention for several days in Tampa, Florida, and four of them insisted that they had requested leave for that trip.[158] However, there are no records of leave being taken for any of those staff members.

The Committee was unable to determine whether the leave records were lost or never filled out. Although Mr. Deutsch and Representative Rodgers suggested that some leave forms may have been lost when the congresswoman moved her D.C. office,[159] leave forms were processed through a staff assistant based in the district office.[160] The district office Staff Assistant told the Committee that the D.C. office frequently failed to send her leave request forms for staff and as a result, the leave was not processed and some staff had higher leave balances than they should have.[161] The Staff Assistant said she alerted her supervisor to this issue, but nothing came of it.[162] In total, Representative Rodgers provided the Committee with records of only a small handful of instances of staff taking leave for a full day that appear to be related to work for her campaign.[163] Most of those instances occurred after OCE's review began.

As discussed further below, the Committee reviewed evidence indicating that, despite having written policies relating to staff performance of campaign work that went beyond what the ethics rules require, staff regularly made use of official resources for campaign purposes. Several staffers acknowledged to the Committee that they performed campaign work not on their "own time," but when they were otherwise expected to be performing their official duties.

Despite the apparent inconsistencies between some of the written office policies and the actual office practice, Representative Rodgers said she was never "suspicious of anything," and thought all of her staff took leave when appropriate and did not work on campaign

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office hours policy "may be made at the discretion of the Congresswoman, the appropriate Senior Manager . . ., or their designee." Exhibit 29.

[156] 18(a) Interview of Press Secretary; 18(a) Interview of Policy Advisor; 18(a) Interview of District Director.

[157] 18(a) Interview of Jeremy Deutsch; 18(a) Interview of Representative Rodgers.

[158] 18(a) Interview of Legislative Director; 18(a) Interview of Jeremy Deutsch; 18(a) Interview of New Media Director; 18(a) Interview of Press Secretary. Representative Rodgers' Communications Director testified that he did not submit a request for leave for that time. 18(a) Interview of Communications Director.

[159] 18(a) Interview of Jeremy Deutsch; 18(a) Interview of Representative Rodgers.

[160] Exhibit 28 (Employee Handbook stated that the district office Staff Assistant is responsible for maintaining time and attendance records, which the D.C. office is to send on at least a weekly basis); 18(a) Interview of Staff Assistant (confirming that the general procedure was for her to receive all leave forms in the district office, which she would input into an electronic system).

[161] 18(a) Interview of Staff Assistant.

[162] Id; see also 18(a) Interview of Jeremy Deutsch (Mr. Deutsch testified that leave forms were not always sent to the district and acknowledged that he may have failed to submit forms for his own requested leave at times).

[163] Exhibit 31.

activities in the office.[164] Representative Rodgers acknowledged that, in retrospect, her staff was not following the office policies "to the degree they should have," but said that at the time, she trusted they were doing as the Employee Handbook laid out.[165] When asked whether she could think of any instances where she herself discussed with staffers what they could or could not do with respect to campaign work while in the office or while on official time, Representative Rodgers could only recall one instance, in which she reminded staff how to handle a campaign check that came into her official office.[166]

ii. Political Communications

From at least 2008 to 2013, the official communications staff in Representative Rodgers' office performed a substantial amount of political communications work. The Committee found that a portion of the staff's political communications work occurred while on official time, including while in House office buildings, using House office equipment.

There were several instances where the Communications Director,[167] Press Secretary and New Media Director worked on campaign press communications in the congressional office, during office hours. These instances went beyond answering incidental campaign-related questions from reporters and included hours spent drafting press releases, preparing lengthy brochures, and arranging interviews on behalf of the campaign.[168]

Representative Rodgers' congressional staff also assisted in drafting her speeches for campaign and political events. The staffer who served as Press Secretary from 2008 to 2009 told the Committee he viewed working on campaign communications as part of his job, noting that there was no one on campaign staff doing a parallel job.[169] Throughout the time he worked for Representative Rodgers, the Communications Director drafted speeches for at least a dozen campaign and political events, including the Republican National Convention, state Republican Party events, and various fundraisers.[170]

From 2010 to 2012, the Communications Director said he prepared campaign and political speeches in the congressional office, on his government computer. The Communications Director sent drafts of most of the unofficial speeches he worked on to Mr. Deutsch during office hours,[171] and testified that he met with the

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[164] 18(a) Interview of Representative Rodgers.
[165] *Id.*
[166] *Id.*
[167] During the Committee's investigation, several staffers confirmed that there were serious concerns about the Communications Director's general behavior in the workplace. The Communications Director's employment was terminated in early 2013, and his separation from the office was not entirely amicable. Although this does not nullify the credibility of his testimony, the Committee notes that none of its conclusions are based solely on representations by the Communications Director.
[168] See, e.g., Exhibits 32–44. See also 18(a) Interview of 2008–2009 Press Secretary (testimony by former press secretary that he handled campaign press inquiries and generally did not differentiate between campaign and official requests when determining when or where to work on them).
[169] 18(a) Interview of 2008–2009 Press Secretary.
[170] Exhibits 45–57.
[171] See Exhibits 45–46, 48–50, 53–55, and 57. The Communications Director testified that Mr. Deutsch observed him writing speeches in the office during office hours, and Mr. Deutsch discussed those speeches with him in the office. 18(a) Interview of Communications Director.

congresswoman during his work day about campaign speeches.[172] Representative Rodgers told the Committee she remembered having a conversation with the Communications Director about a campaign speech in the congressional office on one occasion.[173]

In March 2013, after becoming Conference Chair, Representative Rodgers gave political speeches at the Dorchester Conference, a political event in Oregon, and the Conservative Political Action Conference (known as "CPAC") in Maryland. In the weeks prior to the events, Representative Rodgers' office scheduled meetings for the congresswoman to work on the speeches with members of both her official and campaign staff, in the congressional office.[174]

The speeches themselves included a substantial amount of overlapping language. A portion of both speeches included discussion of her efforts through the Conference to use more technology for messaging, and the CPAC speech briefly touched on some policy issues, but both speeches focused on unofficial, political topics. The Dorchester speech included lines such as, "Eighteen percent more women voted for Obama than Romney. It doesn't have to be that way. Let's not forget: In 2010 we won the women's vote . . . There's no reason we can't win the women's vote again in 2014, in 2016 and in the years ahead." [175] The CPAC speech included discussion of the women's vote in the 2012 election, conservative women running for office, and ways Republicans can "win elections in the future." [176]

Representative Rodgers told the Committee the speech drafting sessions occurred in the congressional office because "when you look at the speech itself, it's really about our work, my work here in the House, and as Chair of the Republican Conference. And I never thought about [the Dorchester speech] being a political speech, even though it was a political event." [177] She also said that she "didn't discuss at the time whether [CPAC] was a political or official event. I honestly thought, to a certain degree, I was going there in an official capacity." [178]

Representative Rodgers' Press Secretary helped draft the remarks for the speeches. The Press Secretary told the Committee that she also understood CPAC to be an official speech.[179] However, shortly before the speech, the Press Secretary appeared to recognize there were restrictions on using official resources in connection with the speech. She asked Mr. Shore, to send out a press release after the speech from the campaign, "[s]ince we can't send the substance of CMR's speech out [in] an official capacity (since it has to do with the election, etc.)." [180] When asked why she asked the campaign to send out the release if she thought it was an official speech, the Press Secretary said, "I guess I was simply being careful." [181] Representative Rodgers' political fundraising team was also involved with her CPAC speech, including assisting with the

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[172] 18(a) Interview of Communications Director.
[173] 18(a) Interview of Representative Rodgers.
[174] At least two one-hour drafting sessions for the Dorchester speech were scheduled in Representative Rodgers' congressional office. Exhibit 58. There were also four different speech preparation sessions scheduled the week prior to CPAC. Exhibit 59.
[175] Exhibit 60.
[176] Exhibit 61.
[177] 18(a) Interview of Representative Rodgers.
[178] *Id.*
[179] 18(a) Interview of Press Secretary.
[180] Exhibit 62; *see also* Exhibit 63.
[181] 18(a) Interview of Press Secretary.

language of the speech and discussing online promotion of the speech; the Political Fundraiser was also directed to help the congresswoman practice the speech.[182]

iii. Debate Preparation

Official staff helped prepare Representative Rodgers to debate her campaign opponents in 2008, 2010, and 2012.

The congresswoman's 2008–2009 Press Secretary told the Committee he participated in debate preparation, and specifically recalled working on an "extensive" debate packet in 2008, which "took a lot of time," at the official office.[183]

In 2010, Representative Rodgers' Press Secretary, New Media Director, and Communications Director compiled a 50-page packet with a mix of content created specifically to prepare for the debate and materials initially created for internal official use.[184] Representative Rodgers said she saw this work as something staff did on their own time.[185] However, official staff sent her substantial work product for debate preparation during office hours.[186] When asked whether it occurred to her that staff may have been working on this from the office, she said it did not.[187] Representative Rodgers said she expected staff to take leave to work on these materials, but she never had any discussions with them about whether they were taking leave, or any discussions about not using official resources for the work.[188]

The Committee found that Representative Rodgers' staff, including Mr. Deutsch, the Communications Director, the Press Secretary, the Legislative Director, and the New Media Director, spent substantial time working on debate preparation in the fall of 2012. From September 24, 2012 through October 12, 2012, Representative Rodgers scheduled at least five debate preparation sessions, many of them during office hours.[189] The congresswoman told the Committee she expected staff to take leave for 2012 debate preparation, but there is no record of any of them doing so.[190] She did not have any discussions with staff about ensuring official time or other resources were not used for the debate.[191]

Representative Rodgers has acknowledged one of the debate preparation sessions, which occurred on Sunday, October 7, 2012, took place in her congressional office.[192] Representative Rodgers has expressed regret this occurred,[193] but she and her staffers have also offered contradictory explanations for why it occurred. The congresswoman told the Committee and OCE the meeting was intended to occur at her house, but her home was noisy with chil-

[182] Exhibit 64.
[183] Interview of 2008–2009 Press Secretary.
[184] Exhibits 65–69.
[185] 18(a) Interview of Representative Rodgers.
[186] Exhibit 67; Exhibit 68.
[187] 18(a) Interview of Representative Rodgers.
[188] *Id.*
[189] Exhibit 70.
[190] *Id.*
[191] *Id.*
[192] Another debate preparation session may have been held in the congressional office on Friday, October 5, 2012. Exhibit 70; Exhibit 71. Mr. Deutsch told the Committee he did not recall the session scheduled to occur in the congressional office that day, and believed it was moved to Sunday. 18(a) Interview of Jeremy Deutsch. However, records show that, while it was delayed, the session still happened on that day. Exhibit 71.
[193] Appendix C at 3.

dren, and so it was moved to the congressional office.[194] In her interview with the Committee, she characterized this as a spur-of-the-moment decision:

> Q: How far in advance did you plan to hold the debate prep session in the congressional office?
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> A: It was just in the moment. Because we came back to the office after the Sunday show. And we were going over some other things. There had been a change in the plan at my house, and so we just decided to stay there.[195]

Mr. Deutsch also said they had been planning to do the debate preparation session at the congresswoman's home, but the plan changed just prior.[196] The Legislative Director said the decision to move the weekend debate session to the office was made because several staffers were already working in the office, which led to an impromptu staff meeting the congresswoman joined, which then "floated" to a discussion about the debates.[197] In contrast to all of these after-the-fact explanations, a contemporaneous document indicates the session was scheduled to occur in the congressional office at least two days prior to when it took place. On Friday, October 5, 2012, the Communications Director emailed Speech Consultant, who assisted with debate preparation, stating, "[o]n Sunday, we will be in CMR's office (2412 Rayburn) at 3:30 p.m." [198]

Representative Rodgers suggested that debate preparation may have been sufficiently official to permit the use of official resources, because it involved a review of her legislative record.[199] However, Representative Rodgers also devoted campaign resources to her debate preparation. Mr. Shore, her general campaign consultant, was included on almost all communications regarding debate preparation, and the Political Fundraiser helped arrange at least some of the debate preparation sessions.[200]

iv. Travel for Political Purposes

The Committee also reviewed evidence relating to trips for which Representative Rodgers and her staff used official resources. In some instances, the Committee found official resources were used for trips with a campaign or other political purpose. Several of the trips reviewed by the Committee involved both official and political activities; in those instances, the Committee considered whether the primary purpose of the trip was official.

a. Official Staff Booked Political Travel

Representative Rodgers' Staff Assistants in both her Washington, D.C. office and her Spokane district office booked campaign and other political travel for the congresswoman and some of the official staff. One D.C.-based Staff Assistant said she would book travel for Representative Rodgers during her workday, regardless of whether the trip was campaign or official.[201] She relied on Mr.

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[194] 18(a) Interview of Representative Rodgers; OCE Referral, Ex. 4.
[195] 18(a) Interview of Representative Rodgers.
[196] 18(a) Interview of Jeremy Deutsch.
[197] 18(a) Interview of Legislative Director.
[198] Exhibit 72.
[199] 18(a) Interview of Representative Rodgers.
[200] *See* Exhibit 73.
[201] 18(a) Interview of D.C. Staff Assistant.

Deutsch to tell her whether travel should be paid for with the campaign credit card or with official funds.[202]

Mr. Deutsch confirmed the D.C. Staff Assistant would also book political travel, but said he expected the D.C. Staff Assistant to do so on her lunch break or after work.[203] However, records reviewed by the Committee indicate he had reason to suspect she may have been using official resources to book campaign or political travel, as she would respond to his requests regarding political travel during office hours, when she was likely to be in the office.[204] Another Staff Assistant for Representative Rodgers also said she booked campaign travel during her work hours, and noted she thought it was "unethical" for her to do so.[205] She told the Committee she objected to her supervisors about being asked to book campaign travel during congressional hours, and was told she should instead do it on her own time.[206] The Staff Assistant said that she eventually "won," and stopped booking political travel altogether.[207]

b. Official Staff Made Campaign-Related Trips to the District

Official staff based in D.C. made several trips to the district between at least 2008 and 2012, during which time they engaged in some activities for the congresswoman's campaign. Representative Rodgers claims the campaign work on all of these trips was secondary to an official purpose, but the Committee reviewed evidence demonstrating that was not always the case.

According to one Staff Assistant, who had responsibility for scheduling and travel, Representative Rodgers' office would often "come up with something that they could do congressionally" when planning a political trip "so that they would pay it on the congressional credit card."[208] The Staff Assistant also said that staff traveled to the district from Washington, D.C., for the 2012 election using congressional funds.[209] She noted she observed staff working on campaign activities during the trip, not congressional work, and said she talked with her supervisor about how uncomfortable she was with it.[210]

c. Press Secretary's April and November 2012 Trips to the District

OCE found substantial reason to believe Representative Rodgers' congressional staff traveled using official funds primarily for campaign-related activities.[211] OCE specifically considered two trips by the Press Secretary, one from April 2 to April 6, 2012, and another from November 5 to November 7, 2012, to be instances where MRA funds were used in connection with trips that were primarily cam-

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[202] *Id*.
[203] 18(a) Interview of Jeremy Deutsch.
[204] Exhibit 74; Exhibit 75; Exhibit 76.
[205] 18(a) Interview of Staff Assistant.
[206] *Id*.; *see also* 18(a) Interview of 2013 Member Office Chief of Staff.
[207] 18(a) Interview of Staff Assistant. The Staff Assistant noted that her successor in that scheduling role told her that she was still expected to book some campaign flights. *Id*. The Political Fundraiser confirmed that the official Staff Assistants sometimes booked campaign and political travel, until around the time Representative Rodgers became Conference Chair. 18(a) Interview of Political Fundraiser.
[208] 18(a) Interview of Staff Assistant.
[209] *Id*.
[210] *Id*.
[211] OCE's Referral at 18.

paign in nature.[212] The April 2012 trip coincided with the congresswoman's "campaign kickoff" fundraising events (called "Top of the Morning"), and the November 2012 trip coincided with the general election.

In support of its findings, OCE relied in part on the Press Secretary's testimony during her interview with OCE, where she stated the two trips were primarily campaign-related and that she requested leave for the dates of her travel.[213] However, one week after the Press Secretary's testimony to OCE, an attorney who represented both her and Representative Rodgers contacted OCE attorneys to inform them the Press Secretary "no longer believes that she took leave for this time."[214] Counsel also told OCE the Press Secretary worked a full official schedule during both trips.[215] In a separate letter to the Committee on behalf of Representative Rodgers, counsel asserted that the Press Secretary "reviewed her calendar and other records" for the April and November 2012 travel periods following her OCE interview, and "[s]he then recalled that the primary purpose of the travel had actually been to conduct official business."[216]

In interviews with the Committee, the Press Secretary's testimony more closely matched her initial testimony to OCE than counsel's proffer. She recalled filling out a leave form for the trips and remembered telling OCE the trip was primarily campaign-related.[217] She did not remember ever changing that recollection.[218] To the contrary, she told the Committee she did not believe her recollection in her OCE interview was incorrect, and noted her recollection in 2017 was "pretty much the exact same thing" as in her OCE interview: the trip was a combination of both official and campaign activities, and she took leave "to be safe, because there were campaign activities."[219] She also disagreed with the characterization attributed to her by counsel:

> Q: Do you think it's correct to say that the primary purpose of your travel was to conduct official business?
>
> A: No. I think it was to do these Top of the Morning [fundraiser] events [in April], which is why I remember signing a vacation form [in April]. I would not have done that if I thought the primary reason of my travel was to conduct official business. But, like I said, there was certainly both.[220]

The Press Secretary also told the Committee she understood her trip to the district in November 2012 to be "for the reelection."[221] When shown her former counsel's email and letter stating she had changed her recollection, the Press Secretary was completely unfamiliar with the documents and said she was not aware that her counsel had contacted OCE to amend her testimony.[222]

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[212] *Id.* at 18–24.
[213] *Id.* at 19, 22.
[214] Exhibit 77.
[215] *Id.*
[216] Appendix C at 12, 15.
[217] 18(a) Interview of Press Secretary.
[218] *Id.*
[219] *Id.*
[220] *Id.*
[221] *Id.*
[222] *Id.*

After the Press Secretary's first interview with the Committee, her counsel (different from the counsel that represented her in OCE's interview) contacted the Committee to note the Press Secretary "now recalls that she sought to clarify her OCE testimony by providing OCE, through her former counsel, with her travel calendar for the trips in question."[223] During a second interview with Committee staff to explain that statement, the Press Secretary said "there were more official events than [she] had initially recalled."[224] The Press Secretary did not say her recollection of the primary purpose of the April and November 2012 trips had changed, but noted she was "a junior staffer at the time, and it wasn't [her] decision" whether a trip was primarily official.[225] She did ultimately submit her expenses for reimbursement to the official office, which she said someone would have asked her to do.[226] She noted, "it appears that the office determined that it was a full official trip, and I can't disagree with that determination."[227] She also pointed out that, while she still recalled submitting a leave request, it was possible the leave request was never processed because someone in the office determined the trip was official.[228]

Documents reviewed by the Committee support the Press Secretary's assertion that she engaged in a mix of official and campaign work during the April 2012 trip.[229] With respect to the Press Secretary's November 2012 trip to the district, the evidence indicates the trip was primarily campaign-related. The Press Secretary arrived in the district the day before the election and left the day after it. She recalled being present in the campaign office during the daytime.[230] Representative Rodgers told the Committee she was unsure about whether the primary purpose of the Press Secretary's travel in November 2012 was related to the election and said that she "did not make that call."[231]

d. Political Travel by Mr. Deutsch

The Committee found evidence that Mr. Deutsch took trips that were primarily political in nature without taking leave, even after OCE's investigation raised concerns regarding political travel by Representative Rodgers' official staff. Mr. Deutsch would regularly accompany Representative Rodgers on political trips outside D.C. or the congressional district during the work week.[232] This was his practice both when he was Chief of Staff for her personal office and when he moved to the Conference. Mr. Deutsch indicated in his

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[223] Exhibit 78.
[224] 18(a) Interview of Press Secretary.
[225] *Id.*
[226] *Id.*; Exhibit 79.
[227] 18(a) Interview of Press Secretary.
[228] *Id.*
[229] Representative Rodgers' counsel submitted a letter to the Committee on her behalf, claiming that only three of the sixteen interviews and other events on the Press Secretary's schedule for her April 2012 trip to the district were campaign-related. Appendix C at 12–13. However, the Committee found this to be inaccurate; several of the interviews on the Press Secretary's calendar described as "official" were explicitly planned to be about the congresswoman's campaign. Exhibits 80–82.
[230] 18(a) Interview of Press Secretary. Representative Rodgers' counsel asserted in a letter to the Committee that, of the eleven events on the Press Secretary's calendar for her November 2012 trip to the district, only one of them, an evening victory party on election night, constituted campaign activity. Appendix C. Despite counsel's claim, contemporaneous records show that seven of the ten remaining events on the Press Secretary's calendar were interviews that were explicitly planned to include discussion of campaign or political topics. *Id.*; Exhibit 83.
[231] 18(a) Interview of Representative Rodgers.
[232] 18(a) Interview of Political Fundraiser.

testimony that he understood he should take leave when traveling for the campaign.[233] On a few occasions in 2014 and 2015, Mr. Deutsch submitted leave requests in connection with political travel,[234] but in the majority of instances from 2008 through 2015, there is no record of Mr. Deutsch requesting leave. The Committee found more than a dozen examples from 2013 to 2015 in which Mr. Deutsch traveled to attend campaign or PAC fundraisers, with no leave record associated with the dates of those trips.[235]

Representative Rodgers told the Committee she expected staff to document and account for political trips they took, and she generally expected staff to take leave when they accompanied her on a political trip, but that was not the case for Mr. Deutsch.[236] She explained that she understood the rules regarding campaign work to be different for him:

> [W]ith the Chief of Staff, I feel like, my expectation is that the Chief of Staff has a little more flexibility around political activities versus the rest of the staff; and that there—my understanding is that there is—that there's an understanding that the Chief of Staff is going to be involved in both political and the official activities from, you know, depending on the day . . . I was not under the impression that the Chief of Staff would have to document every moment of every day or every hour or every trip as detailed as I would expect the rest of the staff to do.[237]

Representative Rodgers further explained that she had previously been under the impression that a Member can designate a staffer to be "the political person," such as the Chief of Staff or District Director, and that person has greater flexibility to do campaign work.[238] She assumed Mr. Deutsch was still working a full week's worth of work, making up the time spent during the day doing campaign work by working late or on the weekends.[239] Since OCE's investigation, Representative Rodgers told the Committee she no longer believes that the Chief of Staff has more "flexibility" to assist with the campaign than other staff.[240]

Representative Rodgers was not sure whether she'd ever discussed this concept of "flexibility" with Mr. Deutsch and said she never specifically asked Mr. Deutsch if he was taking leave for any campaign or political work.[241] She also never asked Mr. Deutsch or any other staff if they had enough unused leave time to help with the campaign.[242]

Representative Rodgers also told the Committee that, since OCE's investigation, "every hour" has been documented.[243] When asked why there are no leave records for several of the political

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[233] 18(a) Interview of Jeremy Deutsch.
[234] Exhibit 84.
[235] Exhibit 85.
[236] 18(a) Interview of Representative Rodgers.
[237] *Id.*
[238] *Id.* At least one staffer conveyed a similar view. 18(a) Interview of Staff Assistant ("I don't really know if this is accurate, but I was told that the District Director had a little bit more leeway with what he was allowed to do when it came to campaign work. I do know for a fact that the District Director never did anything in the office . . . It was the D.C. office that would come and not follow the rules.").
[239] 18(a) Interview of Representative Rodgers.
[240] *Id.*
[241] *Id.*
[242] *Id.*
[243] *Id.*

trips that Mr. Deutsch took after the OCE investigation concluded, the congresswoman said she believed they do exist, and could not explain why they had not been produced.[244]

v. Additional Campaign and Other Political Activities by Official Staff

The Committee also reviewed evidence of additional instances where Representative Rodgers' staff blurred the line between campaign and official resources, including evidence of the following issues:

- During Representative Rodgers' 2012 campaign, congressional staff may have shared internal official materials with the campaign.[245]
- On occasions in 2010 and 2012, campaign documents were likely printed in the congressional office.[246]
- Between 2008 and 2012, three members of Representative Rodgers' official staff each spent at least one entire work day on activities relating to filming campaign advertisements, without taking leave.[247]
- Official staff worked with the campaign in both 2010 and 2012 to draft letters to the editor related to the campaign during office hours[248] and in the congressional office.[249]
- Representative Rodgers' congressional staff drove her to political events during office hours,[250] and at least two staffers said they would sometimes seek mileage reimbursements from the MRA for those drives.[251]
- From at least 2010 to 2013, Representative Rodgers and her staff sometimes sent and received campaign communications from their official House email accounts.[252]

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[244] *Id.*

[245] *See* Exhibit 86 (New Media Director offered to send a memo drafted for official use to the campaign for use in donor email); Exhibits 87 and 88 (indicating an internal official talking points document was shared with the campaign).

[246] *See* Exhibit 54 (Mr. Deutsch asked the Communications Director to print a campaign document and either hand it to the D.C. Staff Assistant or "put on her chair); Exhibit 89 (Mr. Deutsch asked the Communications Director to print out a campaign document and hand to Representative Rodgers "when she is in the office.").

[247] 18(a) Interview of 2008–2009 Press Secretary (Press Secretary recalled being present at the shooting of a television ad on a week day for "one whole day" in 2008.); Exhibit 90 (In October 2010, Press Secretary told congresswoman she and Mr. Deutsch "were working on a TV ad all day" on a Wednesday); Exhibit 91 (In July 2012, District Director sent Mr. Deutsch a "partial listing of [26] places that I will be taking the film person on Tuesday."); Exhibit 92 (Mr. Deutsch sent a list of people to contact about appearing in the advertisements, stating that "recruiting people will be our top priority Monday."); 18(a) Interview of District Director (estimated spending approximately 8–10 hours working with film vendor on one of several days he worked on campaign advertisements.).

[248] Exhibit 93; Exhibit 94; Exhibit 95; Exhibit 96. The letters clearly related to Representative Rodgers' campaign, including discussions about her campaign opponents and urging voters to support her. *E.g.*, Exhibit 93 ("On Tuesday night, I was flipping back and forth between the baseball game and the debate between Cathy McMorris Rodgers and Daryl Romeyn . . . Did Daryl Romeyn blatantly lie to voters or does he simply not know what he's talking about? Either answer should disqualify him from serving in Congress."); Exhibit 94 (She's well positioned to deliver results on the priorities of our region. Contrast that with our state's junior senator . . . take it from this supporter, [Representative Rodgers] deserves your vote this November.).

[249] 18(a) Interview of Communications Director; 18(a) Interview of New Media Director.

[250] 18(a) Interview of District Director; 18(a) Interview of Staff Assistant; 18(a) Interview of Deputy District Director.

[251] 18(a) Interview of District Director; 18(a) Interview of Deputy District Director.

[252] The majority of campaign emails sent and received by official staff used personal email addresses for staff. Most of the instances of House email being used for campaign communications involved Representative Rodgers. She received campaign-related emails through her official House account on at least 50 occasions. On at least 20 of those occasions, she responded to the email from her official account. On at least 4 occasions, Representative Rodgers herself initiated a campaign-related email from her official House account.

Official staff also made outlays to benefit the congresswoman's campaign. For example, in September 2012, the campaign committee reimbursed the Senior Policy Advisor $550 for rebar he purchased with his own funds, to use as stakes for campaign signs.[253] The campaign paid the New Media Director $89 for an "expense reimbursement" in 2011.[254] The New Media Director could not recall the purpose of the reimbursement, though he noted that he did purchase bottled water for the campaign on one occasion.[255] In 2008, the campaign committee spent at least $665 to reimburse the then-Chief of Staff for her phone bill, which she used for campaign communications.[256]

vi. Voluntary Nature of Campaign Work

The Committee found no evidence that Representative Rodgers ever compelled her staff to assist with her campaign or other political efforts. Most of the staffers that the Committee interviewed were willing volunteers and said they felt they could have declined to do campaign work without fear of negative consequences.

A few staffers testified that they had the impression Mr. Deutsch expected them to do campaign work, even if he never explicitly said as much to them.[257] Mr. Deutsch said that he generally understood staffers who participated in campaign activities to be volunteering their time.[258] The Committee did not find any evidence indicating staffers faced adverse consequences for declining to assist with the congresswoman's campaigns.

2. Relevant House Rules, Laws and Other Applicable Standards of Conduct

i. Use of Official Resources for Political and Campaign Activities

Federal law requires that appropriations "shall be applied only to the objects for which the appropriations were made . . ."[259] Regulations from the CHA implement that requirement and provide that House funds and resources are to be used for official House business and may not be used for any unofficial purposes. The *Members' Handbook* states, "[o]nly expenses the primary purpose of which [is] official and representational" are reimbursable from the MRA, and the MRA may not pay for campaign expenses or political expenses.

The *Ethics Manual* explains the general prohibition against using official resources for campaign or political purposes:

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[253] Exhibit 97; 18(a) Interview of Senior Policy Advisor.
[254] Exhibit 98.
[255] 18(a) Interview of New Media Director.
[256] Exhibit 99; 18(a) Interview of 2005–2008 Chief of Staff (the former Chief of Staff also believed she paid for meals and other costs associated with fundraising events, for which she was later reimbursed by the campaign).
[257] 18(a) Interview of 2008–2009 Press Secretary (former press secretary testified that when Mr. Deutsch became Chief of Staff, the press secretary felt that he could not decline to do campaign work, for fear of losing his job); 18(a) Interview of Staff Assistant (former scheduler testified that she felt Mr. Deutsch expected her to attend the Pink Flamingo fundraiser each year, and would have disapproved of her if she did not attend.); 18(a) Interview of Communications Director (former communications director testified that he never explicitly volunteered for the campaign and that Mr. Deutsch had told him that all campaign press was going to be handled by the official staff).
[258] 18(a) Interview of Jeremy Deutsch.
[259] 31 U.S.C. § 1301.

> [F]unds appropriated for Member, committee, and other House offices are official resources, as are the goods and services purchased with those funds. Accordingly, among the resources that generally may not be used for campaign or political resources are congressional office equipment (including the computers, telephones and fax machines), office supplies (including official stationery and envelopes), and congressional staff time.[260]

House buildings, rooms and offices are supported with official funds and are also considered official resources that may not be used for campaign or political activities.[261]

There are certain limited exceptions to the prohibition on using official resources for particular campaign-related activities, including coordination of the Member's schedule between the congressional office scheduler and the campaign. The *Ethics Manual* notes, however, "the congressional office scheduler should not make travel arrangements for the Member's campaign trips either in the congressional office or while on official time."[262] Another notable exception where official staff time may be used for campaign activities is that the press secretary in a congressional office may respond to political questions that are merely incidental to an interview focused on official activities.[263] Other than these and certain other very limited exceptions,[264] there is no leeway to use official resources for campaign or political activities. Unlike the incidental personal use of official resources, there is no *de minimis* exception to the prohibition on using official resources for campaign or political purposes. This prohibition applies to all House employees equally.

Some activities can be considered either "official" or "political" at the Member's option, such as town hall meetings or leadership race activities.[265] A single event or activity cannot be treated as *both* political and official; once the Member makes a determination, she is bound by it.[266] The Committee's guidance recognizes, however, that travel can have both an official and political purpose.[267] The *Ethics Manual* explains that "Member and staff travel, including to one's district, may be paid with official funds only if the primary purpose of the trip is the conduct of official business."[268] However, "[a]ny additional meal, lodging, or other travel expenses that the Member or staff person incurs in serving a secondary purpose must be paid by the source associated with that secondary purpose."[269] In the *Members' Handbook*, CHA cautions that, "[i]f the primary purpose [of travel] is for a non-official event/purpose, the office cannot schedule official activities around the non-official event/purpose

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[260] *Ethics Manual* at 123.
[261] *Id.* at 127.
[262] *Id.* at 132.
[263] *Id.* at 133.
[264] The remaining campaign-related activities that may take place in congressional office or using official time are (1) referrals to the campaign office, (2) providing published materials to the campaign, (3) responding to questionnaires on legislative issues, and (4) providing non-partisan voter registration materials. *See Ethics Manual* at 133–35.
[265] *Id.* at 178.
[266] *Id.* at 179 (citing *Advisory Opinion No. 6*, reprinted at 375–77).
[267] *Id.* at 116.
[268] *Id.* at 131.
[269] *Id.* at 116.

to make the travel eligible for congressional offices to be reimbursed."[270]

The *Ethics Manual* notes, "[w]hat constitutes a staff member's 'own time' is determined by the personnel policies that are in place in the employing office. Time that is available to a staff member, under those policies, to engage in personal or other outside activities may instead be used to do campaign work, if the individual so chooses."[271] As examples of what may be included in an employee's "free time," the Committee cites an employee's lunch period, time after the end of the business day, and annual leave.[272] The Committee's guidance recognizes, however, that "it is unrealistic to impose conventional work hours and rules on congressional employees."[273]

Federal law makes it a crime for a federal employee to secure through intimidation any "valuable thing for any political purpose" from another employee.[274] The Committee has noted that compelling an employee to do campaign work may violate that provision.[275] The *Ethics Manual* states that, if a Member or senior staff were to compel a House employee to do campaign work, it would "result in an impermissible official subsidy of the Member's campaign."[276] The Committee has further explained that the prohibition on compelling campaign work is "quite broad" and "[i]t forbids Members and senior staff from not only threatening or attempting to intimidate employees regarding doing campaign work but also from directing or otherwise pressuring them to do such work."[277]

Additionally, House employees are prohibited from making campaign contributions to their employing Members, pursuant to 18 U.S.C. § 603. Under FEC regulations, most outlays made on behalf of a campaign are deemed to be contributions to that campaign from that individual, even if the outlay is promptly reimbursed by the campaign.[278]

ii. Additional House Rules, Laws, and Other Standards of Conduct

House Rule XXIII contains the Code of Official Conduct, which governs the actions of any Member, Delegate, Resident Commissioner, officer or employee of the House.

House Rule XXIII, clause 8, states that "[a] Member . . . of the House may not retain an employee who does not perform duties for the offices of the employing authority commensurate with the compensation such employee receives." The Code in Ethics for Government Service, clause 3, also states that employees should "[g]ive a full day's labor for a full day's pay."

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[270] *Members' Handbook* at 37.
[271] *Ethics Manual* at 136.
[272] *Id.*
[273] *Id.* (quoting House Comm. on Standards of Official Conduct, *Advisory Opinion No. 2* (July 11, 1973)).
[274] 18 U.S.C. § 606.
[275] *Ethics Manual* at 136 n.17.
[276] *Id.* at 135–36.
[277] *Id.* at 136.
[278] *See* 11 C.F.R. § 116.5(b). The major exception to this rule is for outlays that an individual makes to cover travel expenses incurred on behalf of the campaign. Outlays for the individual's own travel will not be deemed a contribution if either (1) the campaign provides reimbursement within 60 days after the expenses are incurred if payment was made by a credit card, or within 30 days in all other cases, *id.* § 116.5(b)(1)(2), or (2) the individual outlays for transportation do not exceed $1,000 with respect to a single election, regardless of whether the campaign reimburses the outlays, *id.* § 100.79(a). *See also Ethics Manual* at 139 n. 27.

House Rule XXIII, clauses 1 and 2, provide that "[a] Member . . . officer, or employee of the House shall behave at all times in a manner that shall reflect creditably on the House," and "shall adhere to the spirit and the letter of the Rules of the House."

Finally, House Rule XXIII, clause 19 provides that the term "officer or employee of the House" in the Code of Official Conduct means, an individual whose compensation is disbursed by the Chief Administrative Officer," and that "[a]n individual whose services are compensated by the House pursuant to a consultant contract shall be considered an employee of the House for purposes of clauses 1, 2, 3, 4, 8, 9, and 13" of the Code of Official Conduct.

3. Analysis

CHA regulations implement 31 U.S.C. § 1301(a), which requires that "appropriations shall be applied only to the objects for which the appropriations were made except as otherwise provided by law," and provide that House funds and resources are to be used for official House business and may not be used for any unofficial purposes. CHA issues the *Members' Handbook*, which states that "[o]nly expenses the primary purpose of which [is] official and representational" are reimbursable from the MRA and the MRA may not pay for campaign or political expenses. The *Ethics Manual* has an entire section devoted to campaign activity. It makes clear that official resources cannot be used for campaign activities, except under certain very limited and expressly defined circumstances.[279] The *Ethics Manual* is also clear that congressional staff are free to voluntarily engage in campaign activities, so long as they do so on their own time, and without using House resources.[280]

The Code of Official Conduct, found in House Rule XXIII, also requires Members and employees to behave at all times in a manner that reflects creditably on the House (clause 1), and requires them to adhere to the spirit and letter of the Rules (clause 2). House Rule XXIII, clause 1 "is the most comprehensive provision of the Code and was adopted, in part, so that the Committee, in applying the Code, would retain the ability to deal with any given act or accumulation of acts which, in the judgment of the committee, are severe enough to reflect discredit on the Congress."[281] House Rule XXIII, clause 2, allows the Committee to construe ethical rules broadly.[282]

The Committee has previously found the use of House resources for campaign-related activity to be a violation of House Rules, regulations and laws.[283]

In this matter, the Committee found that Representative Rodgers failed to establish and implement consistent policies to safeguard

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[279] *See Ethics Manual* at 132–36 (noting that schedulers may coordinate with the campaign to schedule campaign appearances, the press secretary may answer occasional and merely incidental questions on political activities, the congressional office may refer campaign-related letters and other inquiries to the campaign office, and the congressional office may provide the campaign with copies of materials it has issued publicly).

[280] *Id.* at 135.

[281] *Shuster* at 9 (internal quotation marks omitted); *see also* Comm. on Ethics, *In the Matter of Representative Judy Chu,* H. Rept. 113–11, 113th Cong., 2d Sess. 6 (2014) (Chu); Comm. on Ethics, *In the Matter of Representative Laura Richardson,* H. Rept. 112–642, 112th Cong., 2d Sess. (2012) (*Richardson*).

[282] *See* Comm. on Ethics, *In the Matter of Representative Ed Whitfield,* H. Rpt. 114–687, 114th Cong., 2d Sess. 45 (2016).

[283] *See* Richardson; Shuster; Barbara Rose-Collins; Comm. on Standards of Official Conduct, *In the Matter of Representative Jim Bates,* H. Rept. 101–293, 101st Cong., 1st Sess. (1989).

against the misuse of official resources for campaign purposes. As a result, she and her staff violated House rules, regulations and laws relating to the use of official resources for campaign activities in a number of ways, including (1) devoting official staff time to campaign and political activities, (2) using congressional office space for campaign and political activities, (3) using official funds for travel that was primarily related to her campaign, and (4) using additional House resources for political or campaign purposes.

i. Official Staff Time was Used for Campaign or Political Activities

The Committee found Representative Rodgers' official staff devoted official staff time to political activities. Representative Rodgers generally disputes this allegation and asserts staff engaged in campaign or other political work only on their own time.

Many House employees choose to use their personal time to assist their bosses' campaigns. For many, this means that they save campaign work for the weekends or after they go home from work at the end of the day, but staff are free to do campaign work any time of day, any day of the week, as long as they are using their own time, and not their official time, to do so. The Committee anticipates staffers "own time" may not correspond to the hours outside a traditional 9 to 5 work schedule.[284] The Committee has also long recognized that it "is not, and should not be, in the business of micromanaging personal offices, or disparaging a leadership style."[285] Accordingly, the Committee takes a "flexible view" on what is "own time" and Members have significant discretion about staffing expectations, "so long as those expectations respect the boundaries set up by the rules."[286] Those boundaries include the general expectation of a full day's work for a full day's pay.[287] Additionally, the policies set by the office regarding office hours may not be enforced inconsistently in order to benefit a Member's campaign.[288] These boundaries leave room for Members' offices to adapt to the particular needs of the office, without compromising their representational duties.

The Committee could not determine what the actual policies were in Representative Rodgers' office regarding official time and campaign work by staff. Although she had written policies in her Employee Handbooks, those policies do not appear to have been consistently followed. The Handbooks included a requirement that staff complete a Campaign Work Authorization form when they volunteered on a campaign, but that form generally was not used. The Handbooks also provided that forms tracking staff leave, including leave for campaign-related reasons, were required to be sent to the district to be processed, but they were often not sent. And despite the office hours identified in her Handbooks, Representative Rodgers and some of her staffers expressed an understanding that the office had "flexibility with hours."[289] These departures from the Handbook were not written down anywhere,

[284] *Ethics Manual* at 135–37.
[285] *Richardson* at 56.
[286] *Id.* at 89 90.
[287] *Ethics Manual* at 279.
[288] For example, the Committee would not permit a Member to set an office policy that opens the office only when there is no campaign work to do. *Richardson* at 90.
[289] *See* Appendix C at 5.

apart from the Handbook's general language preserving the managers' authority to depart from the written policies, nor is there evidence these departures were clearly communicated to staff.

The "flexibility with hours" appears to have been primarily applied to campaign or other political activities, with some exceptions for circumstances such as bereavement and sick leave.[290] For example, the Committee found numerous instances where staff attended morning fundraisers or other campaign events that would have prevented them from arriving at the office by 9 a.m. Staff who arrived fifteen minutes late to the office for other reasons, however, risked being caught in the so-called "speed traps" set up by Mr. Deutsch, where he would monitor staff arrivals "to make a point to get here on time," and "fine" those who were "straggling" by requiring them to bring in breakfast for the office.[291] While Members have discretion over how they manage their staff's work schedules, they cannot deploy that discretion differently for campaign-related activities.

There were numerous instances where the Committee was not able to confirm whether employees were on their own time when performing campaign work, but serious questions were nonetheless raised. For example, with respect to debate preparation sessions, several members of Representative Rodgers' official staff were scheduled to spend over ten hours during the official work day attending such sessions (with the congresswoman present) in 2012.[292] They spent additional hours preparing background materials for the debates and attending the debates themselves. However, even setting aside those instances, there was significant, unambiguous evidence that official staff time was used for political purposes. Several staffers explicitly acknowledged to the Committee that this occurred. In other instances, including entire days of political travel, such as Mr. Deutsch's out-of-state trips with the congresswoman and the 2012 Republican National Convention, staff suggested that they intended to use their own time but that did not happen, whether due to sloppy office practices or other reasons. These were not de minimis lapses or the actions of a single rogue staffer, but part of a regular practice of engaging in campaign work during official staff time.

ii. Congressional Offices and Facilities Were Used for Political Activities

The Committee also found that congressional offices and facilities were used for campaign and political activities.

As a general rule, House buildings and House rooms and offices may not be used for campaign or political activities. There are certain limited instances where campaign-related activities may take place in a congressional office, such as coordination of a Members' schedule, answering occasional press questions on political matters,

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[290] The Committee found at least two examples where staff were given a reprieve from the general office policies for bereavement leave. *See* 18(a) Interview of Press Secretary; 18(a) Interview of New Media Director. Staff also indicated that there was some flexibility for absences that would be covered by sick leave, such as doctor's appointments. *See* 18(a) Interview of Staff Assistant; 18(a) Interview of Press Secretary.

[291] 18(a) Interview of Jeremy Deutsch; *see also* 18(a) Interview of Press Secretary (Mr. Deutsch had a "very strict rule about [staff arriving] at 8:45. Oftentimes he would lock the door and so anybody who came in after 8:45 would be publicly chastised and often asked to bring fresh bagels the next day for the entire team.").

[292] *See* Exhibit 70; Exhibit 100; Exhibit 101.

and responding to election questionnaires that are limited to legislative issues.[293] Those, however, are the exceptions and not the rule. They are limited to the explicit carve-outs articulated by the Committee in recognition that it would be impractical and unnecessary to prohibit those specific activities. In all other instances, however, campaign-related activities may not take place in congressional office space.

Representative Rodgers concedes that her campaign debate was discussed at a meeting in the congressional office on Sunday, October 7, 2012, but contends that was a regrettable, one-off occurrence. However, the record demonstrates there were several other instances where meetings were held in the congressional office space, with the congresswoman present, to discuss political matters, including at least six speech drafting sessions for the Dorchester and CPAC speeches in early 2013.[294] While Representative Rodgers has characterized the Dorchester and CPAC speeches as official, that view is inconsistent with the explicit political themes in the text of the speeches, her campaign staff's involvement with the speeches, and her own staff's recognition that the speeches were not official.

Additionally, the evidence indicates several members of Representative Rodgers' official staff worked on political tasks from their desks in the congressional office. This was a foreseeable result of staff being asked during office hours to help with the congresswoman's campaign. Although Representative Rodgers and Mr. Deutsch may not have witnessed the campaign or political work staff was doing in the congressional office, they never explicitly cautioned staff to avoid doing so, and their own actions sent a contradictory message.

iii. MRA Funds Were Used for Campaign and Political Travel

The *Ethics Manual* cautions that "Member and staff travel, including to one's district, may be paid with official funds only if the primary purpose of the trip is the conduct of official business." [295] The *Ethics Manual* adds that "[t]he determination of the primary purpose of the trip must be made in a reasonable manner, and one relevant factor in making that determination is the number of days devoted to each purpose." [296]

The lack of adequate record-keeping makes it difficult to determine the amount of time devoted to political purposes for each trip. The Committee determined, however, that the record as a whole supports a finding that at least two trips paid for with MRA funds were primarily for political or campaign purposes.[297] For the Press Secretary's April 2012 trip to the district: while the Committee reviewed evidence indicating that there were official activities during those trips, the weight of the evidence indicated that the primary purpose for each of those trips was to support the congresswoman's

[293] *See Ethics Manual* at 132–35.
[294] Exhibit 59; Exhibit 58.
[295] *Ethics Manual* at 131.
[296] *Id.* at 116
[297] *See Rose-Collins* at 13 (Investigative Subcommittee found travel by district director was primarily for the purpose of attending a campaign event, despite staff's assertion that his primary reason for travel was official, noting that the only full day of travel was the day of the campaign event.).

fundraising events. With respect to the Press Secretary's November 2012 trip to the district, the Committee found the evidence to be particularly clear that the primary reason for that travel was political—specifically, for the general election.[298]

By using official funds to pay for the Press Secretary's travel expenses on her April and November 2012 trips, Representative Rodgers violated House rules and laws.

iv. Additional Improper Campaign and Political Activities by Official Staff

The Committee also found that Representative Rodgers' staff made use of internal official materials for campaign purposes, received mileage reimbursements from the MRA for driving the congresswoman to campaign events, and made impermissible outlays to her campaign.

The *Ethics Manual* lays out the standards of conduct with respect to each of those issues. While the campaign may receive materials *published* by the congressional office, materials that are prepared for *internal* office use may not be shared with the campaign.[299] This issue can arise in the context of preparing a Member for debates, which often involves highlighting the Member's legislative accomplishments. Members' campaigns may make use of information about Members' accomplishments prepared for official use, provided that material is publicly available. However, the Committee found that Representative Rodgers' staff shared unpublished background materials and talking points with her campaign that were prepared for internal use in her House office.

The use of MRA funds for mileage reimbursement is governed by the same restrictions as the use of MRA funds for other travel expenses. The Ethics Manual advises that "Members should maintain records of the mileage attributable to official, political, and personal trips to ensure that no account is subsidizing another and that any crossover use of a vehicle is indeed incidental."[300] Representative Rodgers provided no such records, and the Committee found, based on the testimony of several members of her staff, that the MRA was likely used to reimburse staff for travel to campaign events.

Staff are also prohibited from making expenditures on behalf of their employing Member's campaign, as those expenditures are considered impermissible campaign contributions.[301] As the *Ethics Manual* makes clear, this is true regardless of whether the staffer making the impermissible outlay is later reimbursed by the campaign.[302] Representative Rodgers' campaign committee appears to

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[298] The Committee also notes its concern about the shifting accounts provided with respect to the Press Secretary's April 2012 and November 2012 trips. Counsel purported to correct testimony on the Press Secretary's behalf, but when the Press Secretary was shown counsel's communications, she was completely unfamiliar with them and disputed at least some of the representations made on her behalf, including whether she had submitted a request for leave in connection with those trips. It is particularly concerning the same counsel represented Representative Rodgers at the time that these representations were made.

[299] *Ethics Manual* at 128, 133–34.

[300] *Id.* at 330.

[301] *Ethics Manual* at 139. There is an exception for travel-related expenditures. *Id.*

[302] *Id.*

have reimbursed her staff for several hundred dollars in impermissible outlays since 2008.[303]

v. Representative Rodgers Takes an Overbroad View of Whether an Activity can be Considered "Official"

Representative Rodgers has repeatedly suggested that certain activities undertaken for an expressly political or campaign purpose were actually official activities because they involved highlighting her legislative accomplishments. The demarcation between official and political events is not always simple. The Committee has long recognized some activities may be considered either "official" or "political" and, in those circumstances, leaves it to the Member to make a determination about which designation applies.[304] However, the Committee requires that, once a Member designates an event as political by using campaign resources, no official resources may then be used.[305] Representative Rodgers used both campaign and official staff to assist her with activities she now suggests can be considered official. As the Committee has made clear, "[a] single event cannot, for purposes of the House rules, be treated as both political and official."[306]

vi. Representative Rodgers is Responsible for the Misuse Of Official Resources for Political Activities in her Office

The *Ethics Manual* cautions, "each Member should be aware that he or she may be held responsible for any improper use of House resources that occurs in the Member's office."[307] The Committee has long held Members responsible for their staff's improper use of official resources, even when the Members are not aware of their staff's actions.[308] While the Committee recognizes that staff misconduct is at times the result of "rogue" employees acting contrary to their employing Member's authorization, a staffer is not "rogue" simply because that staffer acts contrary to office policy when such policies were rarely enforced, and the staffer's supervisor knew or had reason to know of the misconduct.

Representative Rodgers has suggested her Communications Director was the only member of her congressional staff who used official resources for her campaign, and asserted she had "no contemporaneous knowledge whatsoever of [his] improper conduct."[309] The Committee found otherwise.

The Communications Director's use of official resources for campaign work was blatant and obvious. He primarily sent campaign-related communications while sitting in the congressional office, during office hours, using his House computer. He also discussed that campaign work with the congresswoman in the congressional office. Representative Rodgers' counsel argues that her admission to discussing campaign speeches in the congressional office with the Communications Director does not support the finding that she

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[303] Comm. on Ethics, *In the Matter of Allegations Relating to Michael Collins,* H. Rept. 112–193, 112th Cong., 1st Sess. (2011) (finding that the respondent had been "reimbursed for outlays he made to the campaign [of his employing Member] with his own funds. Some of the outlays appear to violate campaign finance laws and House rules.").
[304] *Ethics Manual* at 178–79.
[305] *Id.* at 179.
[306] *Id.*
[307] *Ethics Manual* at 33.
[308] *Chu* at 6; *see also Shuster* at 64.
[309] Appendix C at 7.

had "*any*—let alone sufficient—knowledge" of his improper conduct.[310] But of course, that admission does provide further support for that finding, since discussing campaign speeches in the congressional office was improper conduct. At the very least, when the Communications Director brought up the campaign speech in the office, Representative Rodgers was presented with an opportunity to impress upon him the need to do campaign work on his own time, outside the congressional office. That same opportunity was also presented when he provided her with copies of campaign speeches in the congressional office. Representative Rodgers never took any of these opportunities.[311]

The Committee's record also shows that several other official staffers, including (but not limited to) her Chief of Staff,[312] District Director, Press Secretary, Legislative Director, New Media Director, and Staff Assistant, also used official resources for her campaign on multiple occasions. Given the breadth of campaign work performed by her official staff, often with short turn-around times during the week, Representative Rodgers had every reason to question whether her staff was in compliance with ethics requirements when assisting her campaign. If Representative Rodgers did not see the implications of the evidence before her, it was because she failed to exercise the level of supervision and care for the conduct of her staff that the Committee expects of Members. Further, she could have curtailed the potential for abuse of official resources had she established consistent policies regarding campaign work by staff that were actually acknowledged and enforced. Not only did Representative Rodgers miss numerous red flags that should have alerted her to her staff's noncompliance with rules relating to campaign work, the Committee found that in some circumstances, such as during the debate preparation session held in her congressional office, she had actual knowledge of such noncompliance.

Representative Rodgers' failure to notice or take action in response to the lapses of her staff helped contribute to a tone for the office that further allowed for a pattern of misconduct. Like many Members, Representative Rodgers delegated much of the day-to-day running of her office to her Chief of Staff. The Committee recognizes that Members have a significant amount of discretion in how they run their offices, but each Member ultimately remains responsible for their office's compliance with relevant ethical boundaries. Nonetheless, senior staff are also expected to adhere to, and encourage those they supervise to adhere to, all House rules. One member of Representative Rodgers' congressional staff told the Committee she found the allegations in OCE's Referral to be "pretty accurate," but noted that she did not believe the Congresswoman was herself aware of most of the issues:

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[310] *Id*. at 8.

[311] The Committee agrees with the congresswoman's argument that the Communications Director's suggestions to OCE that he was unsure or confused as to whether campaign work was optional or could be performed on official time do not hold water. *See* Appendix C at 9. The Communications Director received clear advice from the Ethics Committee on these issues in June of 2010 and demonstrated in contemporaneous emails that he understood that advice, and yet he continued to act contrary to that advice. *See* Exhibit 102. Nonetheless, by failing to enforce policies against using official resources for campaign work, Representative Rodgers sent a signal that such misconduct could be overlooked.

[312] The Committee notes that Representative Rodgers' previously held notion that the same rules regarding campaign work on official time do not apply to the Chief of Staff was incorrect, as she now recognizes.

> You know, you don't bring certain things up with the Congresswoman, because it's just things that, you know, they didn't want her being stressed about . . . Jeremy Deutsch was the person who ran the show, and Jeremy Deutsch made all the decisions, and, you know, I think he may have informed the Congresswoman on certain decisions after the fact, but I—I don't believe that she was aware of these things that were going on, because—and I'm not trying to say she's oblivious, but it's just something that she didn't—she wasn't involved in, because she was involved in other stuff.[313]

The Committee found it particularly concerning that some of the misuse of official resources appears to have continued after OCE's investigation began, at which time Representative Rodgers was on notice that there may be substantial reason to believe at least some members of her congressional staff were using official resources for her campaign.

vii. Representative Rodgers did not compel her staff to assist with her campaigns, but should exercise greater care to ensure staff's participation was voluntary

Although official staff are permitted to participate in campaign work on their own time, without the use of official resources, their participation must not be compelled. The Committee has noted that the coercion of congressional employees to work for a campaign would constitute an impermissible subsidy of that campaign.[314] As the *Ethics Manual* notes, "[t]he prohibition against coercing staff or requiring staff members to do campaign work is quite broad. It forbids Members and senior staff from not only threatening or attempting to intimidate employees regarding doing campaign work, but also from directing or otherwise pressuring them to do such work."[315]

The Committee found that Representative Rodgers' official staff volunteered to help with her campaign and most staff felt they could decline to assist with political activities without suffering any negative consequences. However, the Committee notes that staff were frequently asked to assist with the campaign by their supervisors, including by Mr. Deutsch, and without assurances to the contrary, such requests can be perceived as mandatory assignments from staff. Some members of the congresswoman's staff indicated to the Committee that they felt the Chief of Staff had an expectation they assist with the campaign and might view someone as failing to be a "team player" if they declined to assist.[316]

While the Committee did not find that Representative Rodgers, Mr. Deutsch or anyone acting on Representative Rodgers' behalf, actually required staff to perform campaign work, the Committee reminds all Members that they wield enormous influence over their staff and therefore should take caution to ensure that when staff

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[313] 18(a) Interview of Staff Assistant.

[314] *Ethics Manual* at 136–37; *see also id.* at 137, n.17 ("Depending on the circumstances, compelling a House employee to do campaign work may also violate a provision of the federal criminal code, 18 U.S.C. § 606.").

[315] *Id.* at 136.

[316] 18(a) Interview of New Media Director; 18(a) Interview of Communications Director; 18(a) Interview of Staff Assistant; 18(a) Interview of 2008–2009 Press Secretary.

assists with their campaigns, they do not feel any pressure or expectation to do so.

C. ALLEGATIONS RELATING TO USE OF OFFICIAL AND CAMPAIGN RESOURCES FOR LEADERSHIP RACE

1. Background

As part of her campaign to be elected Chair of the House Republican Conference, Representative Rodgers prepared and distributed an informational packet and video in the weeks leading up to the November 14, 2012 Conference vote.[317] She told OCE that the packet and video were a "combined effort" of her campaign and congressional staff.[318] At least five official staffers were involved in leadership race activities: the New Media Director, the Legislative Director, the Communications Director, the Press Secretary, and Mr. Deutsch. From the unofficial side, the Political Fundraiser, Speech Consultant, Leadership Consultant and Mr. Shore were involved. At least some of the unofficial staffers worked out of the congresswoman's congressional office in the time between the general election and the Conference election.[319]

On November 2, 2012, Leadership Consultant contacted the Committee asking whether the MRA could be used to pay the cost of mailing copies of the packet.[320] Leadership Consultant's question was specific to mailing the packet; there is no record of her or anyone else working for the congresswoman seeking guidance on whether any other resources could be used in connection with the packet, such as official staff time or congressional office space, nor did she ask about any other aspects of the leadership race, such as the video. Committee counsel responded to Leadership Consultant: "Yes. Official resources are permitted for leadership race purposes."[321] A few minutes later, Committee counsel followed up, noting that if the information being mailed was "focused on fundraising accomplishments or goals," that might be an issue.[322] Leadership Consultant sent a copy of the packet to Committee counsel, asking her to review to see if it was permissible to mail the packet, but Committee counsel responded that she was unable to make that call, and suggested Mr. Deutsch call CHA for an opinion.[323]

On November 5, 2012, Mr. Deutsch contacted CHA and learned that the mailing of the packet would need to be paid for with cam-

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[317] OCE Referral, Ex. 4.

[318] *Id.*

[319] 18(a) Interview of Political Fundraiser; 18(a) Interview of Leadership Consultant. The Political Fundraiser told the Committee that, although she was working for the campaign during the time of the leadership race, she was in D.C. "as a volunteer/friend helping." 18(a) Interview of Political Fundraiser. The campaign paid for her accommodations at a hotel while she was in D.C. during the leadership race. *Id.*

[320] Leadership Consultant contacted Kelle Strickland, who was then Counsel to the Chairman of the Committee, on November 2, 2012. Exhibit 103 (After being forwarded a draft of the packet by Mr. Deutsch on November 2, Leadership Consultant asked him "Should I have Kelly look for legality and Mra?"); Exhibit 104 (Leadership Consultant emailed Ms. Strickland asking "Can you use your mra to FedEx leadership race material to members of congress?").

[321] Exhibit 104.

[322] Exhibit 105.

[323] Exhibit 106.

paign funds,[324] which is what ultimately happened.[325] The costs associated with production of the video were also paid for with campaign funds.[326]

Representative Rodgers' counsel told the Committee that, after learning from CHA that the packet had to be mailed with campaign funds, "[a]ll activity associated with the Congresswoman's leadership race followed said precedents," and "no official staff time or any other House resources were used in furtherance of" the mailing.[327] Records reviewed by the Committee, however, indicate that a mix of campaign and official resources continued to be used. Official staff spent November 6, 2012 working to print and add labels to deliver the packets,[328] and to prepare emails attaching the packet and video.[329] At least one of the staffers involved testified that he did this work from the congressional office.[330] None of the official staff took leave.

The New Media Director, who Representative Rodgers said was the point person for the leadership race on the official staff,[331] spent a substantial portion the workday stuffing and labeling the packets for distribution in Washington, D.C. The New Media Director sent an email timestamped at 10:46 a.m. to Mr. Deutsch, the Legislative Director, and the Political Fundraiser with a list of addresses for the labels, noting "[p]ackets should be ready by 3:00 PM at Kinkos. I'd like to have the plain manilla [sic] envelopes labeled, stamped "Member Attention' and ready to stuff by then."[332] He emailed again at 5:23 p.m., confirming that Kinkos had run the copies, that all envelopes had been stuffed and sorted, and that he was planning to "set up shop at the 'home office' around 6:00 PM ET."[333]

The New Media Director told the Committee that he worked on the packet in the congressional office and did not recall ever being told that he should not do so.[334] He said he was told early on that the leadership race was something that could use official resources, and that while he recalled that a question came up late in the process about using campaign resources, he did not understand the question to involve whether his overall duties with respect to the leadership race should be considered official or campaign.[335]

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[324] Exhibit 107 (Legislative Director informed Political Fundraiser, "Jeremy just finished with admin, it has to be all campaign funds."). Representative Rodgers was aware that her staff sought guidance on what resources could be used for the packet and told the Committee that she recalled that the advice received was confusing and not clear. 18(a) Interview of Representative Rodgers.

[325] Exhibit 108.

[326] Exhibit 109.

[327] Appendix C at 20.

[328] Exhibit 110.

[329] Exhibit 111.

[330] 18(a) Interview of New Media Director.

[331] OCE Referral, Ex. 4.

[332] Exhibit 110.

[333] *Id.* The Legislative Director told the Committee that he worked to mail about 200 packets from a hotel in Spokane, and that "the mailing of the packets was something that happened at like 9 o'clock at night." 18(a) Interview of Legislative Director.

[334] 18(a) Interview of New Media Director.

[335] *Id.* The New Media Director also told the Committee that the Chief of Staff offered him a $10,000 salary bonus contingent on him assisting with the leadership race, but that he did not end up getting the bonus before he left the Congresswoman's office. *Id.*, Exhibit 112.

2. Relevant House Rules, Laws, and Other Applicable Standards of Conduct

The Committee's public guidance regarding the use of campaign and official resources in support of a campaign for House leadership offices provides that, "[a]s a general matter, a Member may use campaign funds to pay for activities in furtherance of a campaign for one of the House leadership offices."[336] The Committee has further stated:

> A Member wishing to use any official House resource in furtherance of a campaign for a House leadership office such as official stationery, the Inside Mail, or official staff time should consult with the Committee on House Administration or the Franking Commission, as well as with the [Committee on Ethics], on the extent to which those resources may be used for this purpose. However, when a particular activity related to a leadership race is supported with campaign resources, no official House resources may be devoted to that activity except to the extent noted above.[337]

3. Analysis

Leadership elections present a unique application of the rules relating to the use of official and campaign resources. As a general matter, the Committee permits Members to use campaign or official resources to pay for activities in furtherance of a campaign for one of the House leadership offices.[338] However, once a Member uses campaign resources to support a leadership race activity, no official resources may be devoted to that activity.[339] The Committee's public guidance cautions Members wishing to use official House resources, including official staff time, in furtherance of a leadership campaign to consult with CHA and the Committee for further guidance.[340] Representative Rodgers' office did that with respect to one particular activity related to her leadership race: the mailing of an informational packet. Her office was ultimately told that the mailing of the packet must be paid for with campaign resources. She then used campaign funds to pay for mailing the packet.

Once she determined to mail the packet with campaign funds, Representative Rodgers should have ensured that no official resources, including official staff time, were used to mail the packet. This is demonstrated in an example in the *Ethics Manual*, which provides the following scenario:

> A Member who is sending a mailing on a leadership race decides to pay the printing and mailing expenses with campaign funds. No official staff time or any other House resources may be used in furtherance of the mailing.[341]

As discussed, the Committee found evidence that the New Media Director mailed the packet on official staff time, from the congres-

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[336] *Ethics Manual* at 161.
[337] *Id.*
[338] *Id.* at 161.
[339] *Id.*
[340] *Id.*
[341] *Id.*

sional office, after Representative Rodgers decided to use campaign funds for the mailing.

The Committee acknowledges Representative Rodgers' office made the effort to seek guidance from the Committee and CHA, and accordingly, declined to find a violation of House rules, laws or other standards of conduct in connection with the congresswoman's leadership activities *prior to* seeking guidance. Representative Rodgers told the Committee she found the guidance relating to the leadership race to be "confusing" and "not clear."[342] While there may have been some initial ambiguity in her staff's communications with CHA and the Committee, Representative Rodgers ultimately received a very clear answer: the packet she sent for her leadership race should be mailed with campaign funds. Indeed, the printing and postage costs were paid with campaign funds. However, Representative Rodgers failed to communicate that guidance clearly to the point person for the activity.[343] If she was confused or unclear about whether other official resources could be used to mail the packet, she or her staff could have asked that question just as easily as they asked about what funds could be used, but they did not do so. The Committee found that Representative Rodgers violated House rules and regulations by making use of official resources, including staff time, to mail her leadership race packet after she learned that the packet must be paid for with campaign funds.

IV. REMEDIAL ACTION AND SANCTIONS

A. REPRESENTATIVE RODGERS IS REQUIRED TO REIMBURSE THE TREASURY FOR HER MISUSE OF OFFICIAL RESOURCES

The *Members' Handbook* states, "[e]ach Member is personally responsible for the payments of any official and representational expenses incurred that exceed the provided MRA or that are incurred but are not reimbursable under these regulations."[344] Consistent with this guidance, where Members have used official funds for impermissible purposes, the Committee has found that they should repay any misspent funds.[345] The Committee believes Members should be required to reimburse the U.S. Treasury for impermissible disbursements from the MRA even where the exact amount of such disbursements cannot be determined.[346] Where Members and those under their supervision and control have misused funds from other House accounts, the Committee believes the same rem-

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[342] 18(a) Interview of Representative Rodgers.

[343] See 18(a) Interview of Leadership Consultant (Q: Just to be clear, that issue of whether paid campaign staff and official staff could work on the same tasks related to the leadership race, that issue didn't come up to your knowledge? A: Not at all. We didn't bring it up. It wasn't about comingling of funds or anything like that. We were all on the same mission of just producing a good product for the boss.").

[344] *Members' Handbook at 2; see also Ethics Manual* at 323 ("Members may be personally liable for misspent funds or expenditures exceeding the MRA.").

[345] *See, e.g., Gutiérrez* at 28; Comm. on Standards of Official Conduct, *In the Matter of Representative Charles C. Diggs,* H. Rept. 96–351, 96th Cong. 1st Sess. (1979) (Member was required to repay House $40,031.66 for the "personal benefit he received from his misconduct" in giving his office staff raises and requiring them to pay certain of his personal expenses out of those raises); Comm. on Standards of Official Conduct, *In the Matter of Adam Clayton Powell,* H. Rept. 90–27, 90th Cong. 1st Sess. (1967) (Member was censured and fined $40,000 for various acts, including misappropriating public funds for personal travel, and for paying his wife a salary though she performed no official duties; the Committee noted that the fine would "offset any civil liability of Mr. Powell to the United States of America with respect to" the allegations.).

[346] *Gutiérrez* at 28.

edy is required. Members are ultimately responsible for authorizing the expenses of the offices under their control; regardless of whether that office is a personal congressional office or a leadership office, the funds entrusted to a Member for those expenses are not that Member's own, and should be repaid by that Member when put to improper use.

In some cases, the Committee has found that Members made improper use of official funds, but has not made a finding that they are required to reimburse the Treasury, particularly where the misuse occurred without the Member's knowledge or approval, or was *de minimis*.[347] With respect to several of the allegations reviewed by the Committee in this matter, the misuse of official funds was not *de minimis,* and the Committee found Representative Rodgers had reason to know that some of the misuse was occurring. Accordingly, the Committee found that Representative Rodgers should reimburse the Treasury for at least some of the official resources misused by her offices. For some of the misused official resources, the Committee found that it would be inequitable to hold Representative Rodgers personally liable, but nonetheless believes she holds some responsibility for the misuse and must take better care to prevent the underlying conduct in the future.

Although the Committee could not determine the precise value of all official resources misappropriated to impermissible uses, the Committee has calculated what it believes to be a reasonable estimate for the amount Representative Rodgers should repay, as discussed further below. For official resources misused to benefit her campaign, Representative Rodgers may reimburse the Treasury with campaign funds.

1. Unauthorized Consultant Expenses

Mr. Shore was compensated with official funds for services and expenses for which House rules and/or laws do not permit official funds to be used. Mr. Shore is no longer within the Committee's jurisdiction. However, as discussed above, the Committee has long found Members to be responsible for their staff's misconduct, particularly where the Member was aware of, or directed the impermissible conduct. Representative Rodgers herself appears to have paid little attention to the compensation of her consultants and was not even sure whether Mr. Shore had continued providing services under the contract after June 2013.[348] However, the Committee has also found Members responsible for reimbursing the Treasury where, as here, the impermissible conduct resulted from the Member's inadequate supervision.[349]

Representative Rodgers is the person in charge of the office that procured Mr. Shore's services to the tune of more than a quarter million dollars in House funds over the last four years, and thus bears responsibility for ensuring those funds were properly expended. As discussed above, the Committee found that Mr. Shore likely received improper compensation for the travel expenses he incurred from November 2012 to January 2013, in the form of excess salary payments in January and February 2013. The Com-

[347] *See, e.g.,* Comm. on Standards of Official Conduct, *In the Matter of Representative Austin J. Murphy,* H. Rept. 100–485, 100th Cong., 1st Sess. 4 (1987).
[348] 18(a) Interview of Representative Rodgers.
[349] *See Gutiérrez* at 29.

mittee considered whether Representative Rodgers should be required to reimburse the Treasury for Mr. Shore's inflated salary payment.[350] However, the Committee took note of the fact that the Conference Director of Operations believed that the larger salary payments reflected Mr. Shore's heavier workload. The Committee found her to be a credible witness. Given that she understood those payments to be valid, there is little reason to think Representative Rodgers would have reason to question the payments. Accordingly, the Committee determined it would be inequitable to require Representative Rodgers to reimburse those funds.

The Committee also considered whether to require Representative Rodgers to reimburse the Treasury for the payments to Mr. Shore's consulting firm, Datagraphics. While serving as an employee of the Conference, Mr. Shore was responsible for overseeing the Conference budget through which $52,500 was directed to Datagraphics. However, those payments were approved by the CAO, which is charged by the House with overseeing the payment of vendor services. For that reason, the Committee declined to find that Representative Rodgers must reimburse the Treasury for the disbursements to Datagraphics, and instead determined that the circumstances of Mr. Shore's vendor relationship with the House are better reviewed by the House Inspector General. Nonetheless, the Committee cautions Representative Rodgers and the whole House community to avoid even the appearance of a conflict of interest when entering into relationships with contractors on behalf of the House.

Representative Rodgers' use of consultants also involved a violation of Rule XXIV's prohibition on unofficial office accounts. The Committee has not historically found any reimbursement to be required for unofficial office accounts.[351] That is not to say that the Committee views violations of Rule XXIV as any less serious than violations involving the misuse of official resources, only that reimbursement of the Treasury is not an appropriate remedy in such a situation.

2. Official Staff Time

The exact amount of staff time devoted to Representative Rodgers' campaign and political activities since 2008 cannot be precisely determined, at least in part due to the lack of records kept by the office to track employee time. Given the imprecise nature of the analysis, the Committee has opted to take a conservative approach to calculating an appropriate reimbursement.[352]

As discussed above, Mr. Deutsch frequently accompanied the congresswoman on political trips without taking leave from 2008

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[350] The Committee has previously noted "the individual who authorized the disbursements should be held responsible for such actions since the recipient is not in a position to set into motion the administrative process resulting in payment." Comm. on Standards of Official Conduct, *Summary of Activities, One Hundredth Congress,* H. Rept. 100–1125, 100th Cong. 2d Sess. 6–7 (1989) (taking no further action in the matter of Representative Mary Rose Oakar after Representative Oakar reimbursed the Treasury for disbursements to compensate an individual who violated House and statutory requirements governing where employees may perform their duties).

[351] *See, e.g., Gingrich.*

[352] *See* Comm. on Ethics, *In the Matter of Allegations Relating to Representative Don Young,* H. Rept. 113–487, 113th Cong. 2d Sess. 62 (2014) (Young) (ISC could not determine the precise value of lodging and hunting services given to a Member because the host "did not prepare an invoice for the trip" and it was unclear what hunting services the Member took advantage of. Accordingly, the ISC valued the hunting services based on the least expensive option available).

through at least 2015, and the Communications Director worked on more than a dozen campaign speeches, press releases, and other documents while on official time from 2008 through at least 2012. They both also attended the Republican National Convention in August 2012, and there is no record of their annual leave balances being charged for those days of travel.[353] In sum, these two employees each likely spent more than five days' worth of official time on political work, but five days represents a reasonable minimum estimate. Accordingly, the Committee determined that Mr. Deutsch and the Communications Director each spent a minimum of five full days' worth of official time on campaign work during the time they have been employed in the congresswoman's office, which should be reimbursed.

The Committee also determined that the Press Secretary and New Media Director each spent at least three full days' worth of official time over the course of their employment with the congresswoman doing campaign or political activities. In addition to devoting substantial time to debate preparation and other campaign-related assignments, at least some of which appears to have occurred on official time, both of these employees attended the five-day long Republican National Convention in August 2012 and there is no record of their annual leave balances being charged for those days of travel. The New Media Director used official staff time to help mail the leadership race packets after the staff received CHA guidance that the packets must be paid for with campaign funds. Documents indicate that the Press Secretary frequently used official staff time to work on campaign communications tasks, including spending an entire day working on a television ad for the campaign with Mr. Deutsch.[354] As with Mr. Deutsch and the Communications Director, it is likely that the total official time the New Media Director and Press Secretary spent on campaign work exceeded this estimate, but the Committee feels three days is a reasonable and conservative estimate considering the uncertainties in the record.

The Committee also found the Legislative Director, District Director and Staff Assistant each spent at least one full day's worth of work on political activities. The Legislative Director attended the Republican National Convention without taking leave.[355] The Staff Assistant acknowledged she frequently booked political travel and drove the congresswoman to campaign events on official time. The District Director spent at least one entire day assisting with the filming of a campaign advertisement.

The Committee has calculated the daily rate of pay for each of these seven employees based on their 2012 salaries, as 2012 is the year when most of the clear violations of the rules and laws relating to misuse of official resources for campaign purposes took place.

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[353] The Convention trips involved five official workdays, but the Committee recognizes that staff may have spent some of this time responding to official emails, or doing other work related to their official duties. Accordingly, the Committee has declined to find that Representative Rodgers must reimburse the Treasury for her staff's pay for all five days of the Convention trip.

[354] Exhibit 90.

[355] The Legislative Director also spent substantial time on debate preparation and assisted with mailing the leadership packet. The Committee received conflicting evidence regarding the extent to which this work was done on his own time; accordingly, the Committee has adopted a particularly conservative estimate of his use of official time in this matter.

Employee	Average 2012 Daily Pay Rate	Estimated Min. Days Campaign Work On Official Time	Total Min. Official Pay for Campaign Work
Jeremy Deutsch	$458.33	5	$2,291.65
Communications Director	$225.72	5	$1,128.60
Press Secretary	$139.81	3	$419.43
New Media Director	$250.77	3	$752.31
Legislative Director	$282.93	1	$282.93
District Director	$260.42	1	$260.42
Staff Assistant	$77.78	1	$77.78

Based on its conservative estimates, the Committee finds that Representative Rodgers is required to reimburse the Treasury the sum of the total minimum official pay for campaign work calculated in the chart above for these seven employees, or $5,213.12.

This is by necessity an inexact approach. Some of these employees have spent more official staff time on campaign activities than others, but the Committee believes that, on average, this is a fair and reasonable estimate that takes into account the uncertainty created by a lack of adequate record-keeping. There are also employees not captured in this chart who also appear to have performed campaign work on official time, including individuals who served as the congresswoman's Chief of Staff, Press Secretary, and Staff Assistant in other years.

3. MRA Funds for Travel Expenses

According to information provided by Representative Rodgers, the total cost of flights, hotels and expenses for the Press Secretary's April 2012 trip to the district was $1,515.96, and for her November 2012 trip to the district was $846.87.[356] Those costs were paid for with official funds. As discussed above, the Committee found that the weight of the evidence indicates these trips were primarily campaign-related. Accordingly, the Committee found that Representative Rodgers must reimburse the Treasury the sum of the costs associated with that travel, or $2,362.83.

4. Total Recommended Reimbursement

In sum, Representative Rodgers must repay $5,213.12 for the misuse of official staff time and $2,362.83 for the misuse of MRA funds for travel expenses. For all of her improper use of official resources, the Committee found that Representative Rodgers must reimburse the U.S. Treasury the sum of the above-recommended amounts, totaling $7,575.95. Because the official resources were used for the benefit of her campaign, those funds may be repaid from Representative Rodgers' campaign account.

B. REPRESENTATIVE RODGERS' CONDUCT MERITS REPROVAL BY THE COMMITTEE

The Committee concluded that the sum of all of the violations discussed previously is sufficient to warrant a reproval by the Committee. The conduct discussed above represents a misappropriation of House funds for campaign and political activities, in violation of federal law and House rules. Representative Rodgers' inappropriate compensation of consultants also ran afoul of House rules and regulations. The pervasive and years-long nature of this misconduct is

[356] Exhibit 113.

particularly alarming. Based on the totality of misconduct, the Committee also found Representative Rodgers violated House Rule XXIII, clauses 1 and 2.

The Committee has previously reproved Members for failure to exercise reasonable care,[357] including for inattention to the rules and regulations governing the retention of contractors, and inadequate supervision of staff's work that resulted in the misuse of official resources.[358] In this case, for more than five years, Representative Rodgers ran offices that showed indifference at best to the rules governing how official and unofficial resources can be used by Members and their staff. Had Representative Rodgers herself regularly directed staff to misuse official resources or unofficial office accounts, a more severe sanction may have been appropriate.[359] While Representative Rodgers may not have been aware of the full extent to which her offices were not in compliance with House rules, laws and other standards of conduct, she failed to exercise the care that is expected of Members to ensure such compliance. Her offices were, in a word, sloppy. As the head of two offices entrusted with sizeable budgets comprised of public funds, she should have done better. The Committee therefore has decided to issue this Report publicly reproving Representative Rodgers.

The Committee has also previously reproved House employees for their roles in misusing House resources, particularly where those employees had a role in directing other staff to engage in misconduct.[360]

In this case, Mr. Deutsch was a ubiquitous presence in all aspects of the Committee's review. He had reason to know that staff was using official resources for campaign and political work, and was himself directly involved in the use of staff time, congressional office space, and other official resources for campaign purposes. He set a tone in the office that enabled a general disregard for the proper use of official or campaign resources. He also oversaw Mr. Shore's compensation. Most significantly, he was a barrier to Representative Rodgers' own awareness of her staff's noncompliance with ethics restrictions.

Mr. Shore was also responsible for some of the most egregious infringements in Representative Rodgers' offices. The Committee's record demonstrates that he sought to obtain compensation for his blurred roles as a Conference employee, Conference consultant, and campaign consultant, from whatever source had available funds without regard for applicable laws, rules and regulations, often leading to the impermissible use of official resources or the impermissible private subsidy of official work. Furthermore, Mr. Shore

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[357] *See Young.*

[358] *See Gutiérrez.*

[359] *See, e.g., Richardson* at 15 (recommending reprimand for conduct involving compelling official staff members to perform campaign work, using official resources for campaign purposes, using official resources for personal purposes, and obstructing the Committee's investigation); *see also* Comm. on Ethics, *In the Matter of Rep. Maxine Waters,* H. Rept. 112–690, 112th Cong. 2d Sess. 498–501 (2012) (letter of reproval to House employee, noting that "[a]s the Chief of Staff for Representative Waters, it was incumbent upon [him] to uphold the House rules, laws, regulations and other standards of conduct."); Comm. on Standards of Official Conduct, *In the Matter of the Investigation into Officially Connected Travel of House Members to Attend the Carib News Foundation Multinational Business Conferences in 2007 and 2008,* H. Rept. 111–422, 111th Cong. 2d Sess. 137 (admonishing staffer for improper influence and unauthorized release of information in connection with Committee review).

[360] *See Richardson* at 97.

acted contrary to the spirit and letter of the rules and laws intended to prevent conflicts of interest.

Although Mr. Deutsch and Mr. Shore are no longer House employees, and thus no longer within the Committee's jurisdiction, the Committee takes this opportunity to remind all House employees that their actions while employed in a congressional office are also subject to the Code of Official Conduct and other applicable rules and laws.

V. CONCLUSION

The extensive record compiled by the Committee in this matter demonstrates that the offices of Representative Rodgers frequently exhibited an indifference to the laws, rules and regulations relating to the use of official and unofficial resources. This indifference led to myriad instances of resources being used inappropriately. While in some of those instances, the misuse appeared to be a minor deviation from expected conduct, at other times the impropriety was more severe. Taken as a whole, the abuses reviewed by the Committee add up to a concerning pattern over the course of more than five years.

While the Committee recognized that Representative Rodgers was not aware of the full extent of misconduct discussed in this Report, she still bears responsibility for the conduct in her office, as she herself has recognized. The Committee notes that Representative Rodgers has fully cooperated with the Committee's review, accepted its conclusions, and taken steps to improve her office's compliance with relevant House rules, laws and other standards of conduct.

Based on her violations of House rules, laws, and other standards of conduct, the Committee has determined to reprove Representative Rodgers and finds that she must reimburse the U.S. Treasury in the amount of $7,575.95 for the misuse of official resources. The Committee hopes that this Report will also encourage all Members to evaluate the safeguards they have in place to discourage the misuse of official and unofficial resources by their congressional staff.

Upon the publication of this Report and Representative Rodgers' reimbursement of funds to the U.S. Treasury, the Committee will consider this matter closed.

VII. STATEMENT UNDER HOUSE RULE XIII, CLAUSE 3(C)

The Committee made no special oversight findings in this Report. No budget statement is submitted. No funding is authorized by any measure in this Report.

APPENDIX A

CATHY McMORRIS RODGERS
5TH DISTRICT, WASHINGTON

COMMITTEE
ENERGY AND COMMERCE

REPUBLICAN LEADER
CONSUMER PROTECTION AND COMMERCE

Congress of the United States
House of Representatives

COUNTIES
ASOTIN
COLUMBIA
FERRY
GARFIELD
LINCOLN
PEND OREILLE
SPOKANE
STEVENS
WALLA WALLA
WHITMAN

December 9, 2019

The Honorable Theodore E. Deutch, Chairman
The Honorable Kenny Marchant, Ranking Member
Committee on Ethics
U.S. House of Representatives
1015 Longworth House Office Building
Washington, DC 20515-6328

Dear Chairman Deutch and Ranking Member Marchant:

I have reviewed the Committee on Ethics ("Committee") draft version of the Committee's Report regarding allegations that I or members of my congressional staff may have used House resources for campaign activity, used campaign resources for official activities and combined House and campaign resources for my 2012 House leadership race ("Draft Report"). I appreciate the opportunity to address you, the Committee, and the Draft Report with this letter.

After six years and over four Congresses, I am pleased that the Committee has completed its review. We cooperated fully from the beginning and were completely transparent throughout this process, including 30 witnesses and 66,500 pages of records and documents. While I may disagree with some of the findings reached by the Committee, I appreciate its work and take responsibility for its ultimate conclusions. This matter began after a disgruntled former staffer raised complaints against me. While I do take the Committee's findings regarding improper activity that happened under my watch to heart, I am particularly satisfied that the Committee found no evidence that I ever compelled my staff to assist with my campaign or other political efforts.

I recognize that, as the Committee stated, that my offices at times suffered from "sloppy practices, including inconsistent polices and poor record-keeping." We have and will continue to implement policies to prevent such conduct from happening in the future. I also recognize that while the Committee determined that I did not know the full extent of this activity, I accept responsibility.

I also appreciate that the Committee determined that many of the allegations raised against me involved areas of uncertainty facing the House community. I hope this Report helps provide needed guidance to all of us and the Committee will take appropriate action to provide that clarity. I look forward to finally putting this matter behind us.

1035 LONGWORTH HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-2006
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10 NORTH POST STREET, SUITE 625
SPOKANE, WA 99201
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28 EAST MAIN STREET, SUITE 2
WALLA WALLA, WA 99362
(509) 529-9358

www.mcmorrisrodgers.house.gov
www.mcmorrisrodgers.house.gov/facebook

Thank you again for your work and the opportunity to address you.

Sincerely,



Cathy McMorris Rodgers
Member of Congress

APPENDIX B

CONFIDENTIAL

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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

REPORT

Review No. 13-0906

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

SUBJECT: Representative Cathy McMorris Rodgers

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

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

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

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

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

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

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

VOTES IN THE AFFIRMATIVE: 6

VOTES IN THE NEGATIVE: 0

ABSTENTIONS: 0

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

FINDINGS OF FACT AND CITATIONS TO LAW

Review No. 13-0906

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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

FINDINGS OF FACT AND CITATIONS TO LAW

Review No. 13-0906

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

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

I. INTRODUCTION

1. From 2010 to 2012, Representative McMorris Rodgers' congressional staff assisted her with campaign activities, including campaign debate preparation and drafting campaign speeches in congressional offices.

2. In 2012, her campaign committee paid a communications consultant to assist her with preparing for media appearances for congressional purposes.

3. In 2012, she combined campaign and congressional resources to assist her with her race for Chair of the House Republican Conference.

A. Summary of Allegations

4. Representative McMorris Rodgers may have violated House rules, standards of conduct, and federal law by using official resources for campaign activities.

5. Representative McMorris Rodgers may have violated House rules and federal law by using funds from a political committee to pay for official expenses.

6. Representative McMorris Rodgers may have violated House standards of conduct by improperly combining official House resources and funds from her congressional campaign committee for particular activities in furtherance of her campaign for a House leadership office.

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

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

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

B. Jurisdictional Statement

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

C. Procedural History

11. The OCE received a written request for a preliminary review in this matter signed by at least two members of the Board on August 27, 2013. The preliminary review commenced on August 28, 2013.[2] The preliminary review was scheduled to end on September 26, 2013.

12. At least three members of the Board voted to initiate a second-phase review in this matter on September 26, 2013. The second-phase review commenced on September 27, 2013.[3] The second-phase review was scheduled to end on November 10, 2013.

13. The Board voted to extend the second-phase review for an additional period of fourteen days on October 25, 2013. The second-phase review ended on November 24, 2013.

14. The Board voted to refer the matter to the Committee on Ethics and adopted these findings on December 12, 2013.

15. This report and findings were transmitted to the Committee on Ethics on December 23, 2013.

D. Summary of Investigative Activity

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

(1) Representative Cathy McMorris Rodgers;

[1] H. Res. 895, 110th Cong. §1(e), as amended (the "Resolution").
[2] A preliminary review is "requested" in writing by members of the Board of the OCE. The request for a preliminary review is "received" by the OCE on a date certain. According to the Resolution, the time frame for conducting a preliminary review is thirty days from the date of receipt of the Board's request.
[3] According to the Resolution, the Board must vote on whether to conduct a second-phase review in a matter before the expiration of the thirty-day preliminary review. If the Board votes for a second-phase, the second-phase begins when the preliminary review ends. The second-phase review does not begin on the date of the Board vote.

(2) Representative McMorris Rodgers' Chief of Staff ("Chief of Staff");

(3) Representative McMorris Rodgers' Press Secretary ("Press Secretary");

(4) Representative McMorris Rodgers' Legislative Director ("Legislative Director");

(5) Representative McMorris Rodgers' Former Communications Director ("Former Communications Director");

(6) Representative McMorris Rodgers' Former District Director ("Former District Director");

(7) Representative McMorris Rodgers' Constituent Relations Director ("Constituent Relations Director");

(8) Representative McMorris Rodgers' Policy Director ("Policy Director");

(9) Representative McMorris Rodgers' Campaign Consultant ("Campaign Consultant"); and

(10) Brett O'Donnell, Representative McMorris Rodgers' Communications Consultant.

17. Patrick Bell refused to produce documentary and testimonial information in response to OCE requests and the Board determined that he is a non-cooperating witness.

18. Brett O'Donnell did not provide a Request for Information Certification, as required under OCE Rule 4(A)(2), when responding to Requests for Information, and the Board determined that he is a non-cooperating witness.

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

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

Restrictions on Use of House Resources

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

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

20. *According to the House Ethics Manual, "official resources of the House must, as a general rule, be used for the performance of official business of the House, and hence those resources may not be used for campaign or political purposes . . . . Accordingly, among the resources that generally may not be used for campaign or political purposes are congressional office equipment (including the computers, telephones, and fax machines), office supplies (including official stationery and envelopes), and congressional staff time . . . . Among the specific activities that clearly may not be undertaken in a congressional office or using House resources (including official staff time) are the solicitation of contributions;* ***the drafting of campaign speeches, statements, press releases or literature****; the completion of FEC reports; the creation or issuance of a campaign mailing; and the* ***holding of a meeting on campaign business.****"*[5]

21. *"Once House employees have completed their official duties, they are free to engage in campaign activities on their own time, as volunteers or for pay, as long as they do not do so in congressional offices or facilities, or otherwise use official resources."*[6]

22. *"Members must regularly certify that all official funds have been properly spent. A false certification may bring criminal penalties, and the government may recover any amount improperly paid."*[7]

23. *"The press secretary in the congressional office may answer occasional questions on political matters, and may also respond to such questions that are merely incidental to an interview focused on the Member's official activities. However, while in the congressional office, the press secretary should not give an interview that is substantially devoted to the campaign, or initiate any call that is campaign-related. A press secretary wishing to do either of those things should do so outside of the congressional office, and on his or her own time . . . ."*[8]

24. *Pursuant to 31 U.S.C. § 1301(a), "[a]ppropriations shall be applied only to the objects for which the appropriations were made . . . ."*[9]

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[4] House Ethics Manual (2008) at 124 (citation omitted).
[5] House Ethics Manual at 123-124 (emphasis added).
[6] *Id.* at 135.
[7] *Id.* at 126 (citing 18 U.S.C. § 1001).
[8] House Ethics Manual at 133.
[9] 31 U.S.C. § 1301(a)

Records of Time Spent on Campaign Activities

25. *"Employees who do campaign work while remaining on the House payroll should keep careful records of the time they spend on official activities and, separately, on campaign activities, and demonstrate that campaign work was not done on official time. There is no set format for maintaining such time records."*[10]

26. *"The rules governing campaign work by House employees were implicated in a Standards Committee disciplinary case that was completed in the 106th Congress. In that case the Committee determined that a Member had violated the House Code of Official Conduct in that his staff members worked for his campaign during regular office hours without taking annual leave or going on Leave Without Pay status, or taking any other steps to ensure that those services were rendered during time that was properly deemed the employee's own time."*[11]

27. *In the Matter of Representative E.G. "Bud" Shuster, the Investigative Subcommittee found substantial reason to believe that congressional staff worked for a campaign "without taking appropriate precautions to ensure that they properly documented the time they were expending out of the congressional office during regular business hours to perform services" for the campaign.*[12] *As a result, there was substantial reason to believe that the congressional staff "routinely received salaries from the House of Representatives on numerous occasions while they were performing services for the [campaign committee]."*[13]

Mixed Purpose Travel

28. *"As to any such mixed purpose trip, the Member, officer, or employee must determine the primary purpose of the trip. The source associated with that primary purpose – for example, a political committee for campaign or political activity, the federal government for official business, or the traveler's own funds for personal business – must pay for the airfare (or other long-distance transportation expense), and all other travel expenses incurred in accomplishing that purpose. Any additional meal, lodging, or other travel expenses that the Member or staff person incurs in serving a secondary purpose must be paid by the source associated with that secondary purpose."*[14]

29. *"The determination of the primary purpose of a trip must be made in a reasonable manner, and one relevant factor in making that determination is the number of days to be devoted to each purpose. That is, often the primary purpose of a trip is the one to which the greater or greatest number of days is devoted."*[15]

---

[10] House Ethics Manual at 137.
[11] *Id.*
[12] House Committee on Ethics, *In the Matter of Representative E.G. "Bud" Shuster*, H. Rep. 106-979, 106th Cong., 2d Sess. at 63 (2000).
[13] *Id.* at 63-64.
[14] House Ethics Manual at 116.
[15] *Id.*

B. Official Resources Used for Campaign Debates

30. In October 2012, Representative McMorris Rodgers' congressional staff assisted her with preparing for two campaign debates. Specifically, the staff participated in debate preparation sessions and traveled from Washington, DC to Spokane, Washington to attend the debates.

31. As detailed below, the Board finds that there is substantial reason to believe that: (1) a campaign debate preparation session was held in Representative McMorris Rodgers' congressional office; (2) her Members' Representational Allowance ("MRA") was used to reimburse staff for travel to Spokane that was primarily for campaign activity; and (3) congressional staff attended campaign activities during official hours without taking leave or documenting time spent performing debate activities.

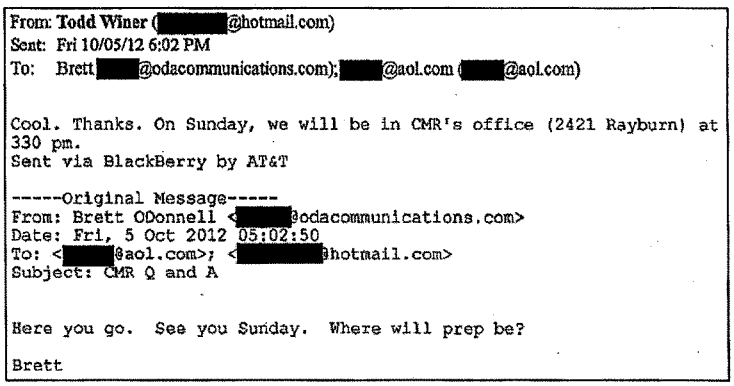
Congressional Office Space

32. On October 5, 2012, Chief of Staff sent an email from his personal email account to Representative McMorris Rodgers' campaign and congressional staff regarding "Debate Items." The email attached "a memo on the upcoming debate along with a debate agenda and other supporting documentation."[16] He wrote, "I look forward to . . . our debate prep today, this weekend and in the district."[17]

33. The attachment included a list of debate preparation sessions for Friday, October 5 to Tuesday, October 9, 2012.[18] The debate preparation session for Friday was scheduled from 2:00 p.m. to 3:30 p.m.[19] Representative McMorris Rodgers' calendar for October 5, 2012, from 2:00 p.m. to 3:30 p.m, has the following entry: "Debate Prep w/ Brett O'Donnell (via phone call) 2421 RHOB."[20] The reference to "2421 RHOB" corresponds to the location of her congressional office in the Rayburn House Office Building in 2012.

[16] Email from Chief of Staff to Former Communications Director, et al, dated October 5, 2012 ("Debate Agenda") (Exhibit 1 at 13-0906_0002).
[17] *Id.*
[18] *Id.* at 13-0906_0004.
[19] *Id.*
[20] Calendar Entry for "McMorris Rodgers, Cathy – Calendar in Mailbox," dated October 5, 2012 (Exhibit 2 at 13-0906_0033).

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



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

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

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

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

Brett

35. Representative McMorris Rodgers told the OCE she did not recall a debate preparation session on Friday October 5, 2012, and believed that her calendar may have mislabeled the session.[23] She recalled one debate preparation session was held in her office in the Rayburn House Office Building on a Sunday.[24] She said that the session was held in her office because she knew that her home was noisy with her family.[25] She also stated that other issues were discussed during the debate session other than the debate.[26]

36. Representative McMorris Rodgers told the OCE that the congressional staff who assisted with her debate preparation were Chief of Staff, Press Secretary, Former Communications Director, and possibly Legislative Director.[27]

37. Chief of Staff said that he does not remember the debate preparation session scheduled for October 5, 2012 and it may have been rescheduled for Sunday October 7. He attended a debate preparation session on Sunday, October 7, 2012 in Representative McMorris Rodgers' congressional office.[28] He said that the session was held in the

[21] Debate Agenda (Exhibit 1 at 13-0906_0004).
[22] Email from Former Communications Director to Mr. O'Donnell and Chief of Staff, dated October 5, 2012 (Exhibit 3 at 13-0906_0036).
[23] Memorandum of Interview of Representative Cathy McMorris Rodgers, November 8, 2013 ("McMorris Rodgers MOI") (Exhibit 4 at 13-0906_0039).
[24] *Id.*
[25] *Id.*
[26] *Id.*
[27] *Id.* at 13-0906_0038.
[28] Memorandum of Interview of Representative McMorris Rodgers' Chief of Staff, November 8, 2013 ("Chief of Staff MOI") (Exhibit 5 at 13-0906_0050).

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

38. Press Secretary stated that she believes that a 2012 debate preparation session was held in the congressional office, but she did not attend.[30] She told the OCE that the session was held in the office as part of a larger meeting and the debate came up.[31]

39. Former Communications Director recalled attending a debate preparation session in October 2012 in the congressional office.[32] He stated that the session was held on Friday, October 5 and that the scheduled debate preparation session for Sunday, October 7 did not occur.[33]

40. According to Legislative Director, he assisted Representative McMorris Rodgers with preparing for debates in 2012 and he attended a debate preparation session in her congressional office.[34] He described the preparation session as a meeting to discuss policies and more of a staff meeting than a debate preparation session.[35]

41. Mr. O'Donnell told the OCE that in October 2012 he began providing debate preparation services to Representative McMorris Rodgers.[36] He did not know whether he attended a debate preparation session on October 5, 2012. He attended a debate preparation session in her congressional office on a Sunday that he believes was October 7, 2012.[37] He described the session as primarily concerning the debate, but that the meeting also included a discussion of communications and scheduling matters for the congressional office.[38]

42. Based on the information that the OCE received, there is substantial reason to believe that on or about October 7, 2012, Representative McMorris Rodgers held a campaign debate preparation session in her congressional office in violation of House rules and standards of conduct.

Congressional Staff Travel Expenses

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

[29] *Id.*
[30] Memorandum of Interview of Representative McMorris Rodgers' Press Secretary, October 30, 2013 ("Press Secretary MOI") (Exhibit 6 at 13-0906_0059).
[31] *Id.*
[32] Memorandum of Interview of Representative McMorris Rodgers' Former Communication Director, October 14, 2013 ("Former Communications Director MOI") (Exhibit 7 at 13-0906_0074).
[33] *Id.*
[34] Memorandum of Interview of Representative McMorris Rodgers' Legislative Director, October 30, 2013 ("Legislative Director MOI") (Exhibit 8 at 13-0906_0085).
[35] *Id.*
[36] Memorandum of Interview of Mr. O'Donnell, November 12, 2013 ("Mr. O'Donnell MOI") (Exhibit 9 at 13-0906_0092).
[37] *Id.*
[38] *Id.*

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

44. The total cost of travel expenses (*i.e.*, transportation, meals, and incidental expenses) for the four congressional staffers was approximately $4,794.[39]

45. The travel expenses for staff were paid by the congressional office, but the trip schedule included various activities related to Representative McMorris Rodgers' congressional campaign.

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

46. The OCE requested documents from Representative McMorris Rodgers' current and former staff concerning work performed for the congressional office and campaign during travel to the district in October 2012.

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

[39] Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099).
[40] Debate Agenda (Exhibit 1 at 13-0906_0004).
[41] Memorandum from Former Communications Director to Representative McMorris Rodgers, dated October 5, 2012 ("October 5 Weekend Binder") (Exhibit 11 at 13-0906_0115-0130).
[42] Email from Constituent Relations Director to Legislative Director, dated October 9, 2012 (Exhibit 12 at 13-0906_0132-0134).

48. Prior to traveling to Spokane, Chief of Staff emailed a memorandum to other staffers on October 5, 2012, regarding "Debate Prep and the Week Ahead."[43] The attached memorandum emphasized that "next week is a very critical week and we must do everything we can to make certain CMR is well prepared for her debates."[44]

49. Former Communications Director told the OCE that the primary purpose for his travel to the district during the week of October 8, 2012 was campaign activity.[45] In addition to attending the campaign debate-related activity, Former Communications Director prepared Representative McMorris Rodgers for a phone interview with the Walla Walla Union Bulletin editorial board concerning her re-election campaign.[46] He did not participate in the phone call.[47]

50. Former Communications Director attended a meeting concerning a campaign endorsement with Representative McMorris Rodgers and the Spokane Spokesman-Review on October 11, 2012.[48] He told the OCE that he alerted Chief of Staff of his concern, but Chief of Staff told him that there were no issues.[49]

> **From: Todd Winer ([redacted]@hotmail.com)**
> **Sent: Thu 10/04/12 2:51 PM**
> **To: [redacted]@aol.com**
>
> **One thought on Spokesman ed board interview next week - it might be good to not have any official staff with cmr (perhaps someone from the campaign like Jessica can do it). We're in such a good position right now it might not be worth the risk of a story like "Is CMR's staff bending campaign rules?" - also something to consider from a Leadership angle. Or am I overthinking things?**

51. Chief of Staff told the OCE that he responded to Former Communications Director's email either in person or on the phone and told him the office was "not bending campaign rules" because he was volunteering.[50]

52. Legislative Director stated that he participated in debate preparation sessions while in Spokane in October 2012.[51] He also attended Representative McMorris Rodgers' meeting with the Spokane Spokesman-Review editorial board.[52] He told the OCE that he

[43] Memorandum from Chief of Staff to Former Communications Direct, *et al.* dated October 4, 2012 (Exhibit 1 at 13-0906_0005).
[44] *Id.*
[45] Former Communications Director MOI (Exhibit 7 at 13-0906_0072).
[46] *Id.* at 13-0906_0073; October 5 Weekend Binder (Exhibit 10 at 13-0906_0116).
[47] Former Communications Director MOI (Exhibit 7 at 13-0906_0073).
[48] *Id.*
[49] *Id.* at 13-0906_0075; Email from Former Communications Director to Chief of Staff, dated October 4, 2012 (Exhibit 13 at 13-0906_0136).
[50] Chief of Staff MOI (Exhibit 5 at 13-0906_0056).
[51] Legislative Director MOI (Exhibit 8 at 13-0906_0084-85).
[52] *Id.*

worked normal work hours for the congressional office when he was in the district in October 2012.[53]

53. Legislative Director was shown a schedule of various events from October 9 to October 12, 2012 that he produced to the OCE. Other than debate preparation sessions and the editorial board meeting, he was only certain of attending three non-campaign related events. He recalled attending two company tours on October 9 and the "Senior Roundtable & Retire Safe Award" event on October 10, 2012.[54] He did not provide the OCE with any additional documents concerning any official work he did while in the district during that time period.

54. Representative McMorris Rodgers told the OCE that Chief of Staff and Former Communications Director assisted her with debate preparation.[55] She recalled that Legislative Director may have also assisted with debate preparation.[56]

55. The OCE was unable to determine Patrick Bell's activities in the district in October 2012 because he refused to cooperate with the OCE.

56. Based on the information before the OCE, the majority of the days of the staff travel to the district from October 8 to October 12, 2012 concerned campaign activity. The schedules and correspondence provided suggest that the two campaign debates and campaign media interviews were priorities. Although official work may have been performed, evidence was not provided to establish that four congressional staffers traveled from Washington, DC to Spokane, Washington to perform any substantial official work in the district.

Congressional Staff Time

57. From October 8 to October 12, 2012, there are no records of Representative McMorris Rodgers' staff taking leave from work to do campaign activity, nor did staff record any time spent doing campaign activity on their "own time" as the House Ethics Manual advises.

58. Representative McMorris Rodgers told the OCE that her congressional office has a written policy concerning staff performing campaign work.[57] According to the office policy, congressional staff members are not to do campaign work on official time or with official resources.[58] Any campaign work must be done on the staffer's own time, which includes the lunch hour, after-work hours, and time on leave status.[59] Campaign work must be done outside of the office and without congressional equipment.[60]

[53] *Id.* at 13-0906_0086.
[54] Legislative Director MOI (Exhibit 8 at 13-0906_0083-84).
[55] McMorris Rodgers MOI (Exhibit 4 at 13-0906_0038).
[56] *Id.*
[57] *Id.*
[58] McMorris Rodgers Employee Handbook (Exhibit 14 at 13-0906_0211).
[59] *Id.* at 13-0906_0214.
[60] *Id.* at 13-0906_0211.

59. Representative McMorris Rodgers' Employee Handbook contains guidance similar to the House Ethics Manual concerning the need for staff to record time spent on campaign work such that it can be applied to annual leave. The handbook advises that "[i]f you work in the Office and also on the campaign (which you may do only on your own time), then you must keep a detailed, written, contemporaneous diary recording each segment of time you spend on official duties and each segment of time you spend on campaign activities."[61]

60. The OCE requested and received records from Representative McMorris Rodgers' congressional office of time off work, vacation, or leave without pay for Chief of Staff, Legislative Director, Former Communications Director, and Patrick Bell.[62]

61. The records provided did not include any requests for leave or vacation during the week of October 8 to October 12, 2012.[63] The records also did not include any diary of time spent working on any campaign activity during the time period.[64] Representative McMorris Rodgers' written office policy and House standards of conduct advise that such records should have been maintained.[65]

62. Former Communications Director told the OCE that he did not submit any leave forms for trips to the district where he performed campaign activity because it was "sold" to him that the trips were part of his government duties and there was no need to take leave.[66] He said that it was up to Chief of Staff to enforce the rules so he did not take time off at his own initiative.[67] He stated that most employees would not use vacation days for campaign activity unless coerced to do it.[68]

63. Based on the information before the OCE, there is substantial reason to believe that congressional office space, travel expenses, and staff time were used for campaign debates in October 2012.

[61] *Id.* at 13-0906_0214.
[62] Legislative Director Leave Requests (Exhibit 15 at 13-0906_0220-0224); Patrick Bell Leave Requests (Exhibit 16 at 13-0906_0226-0235); Former Communications Director Leave Requests (Exhibit 17 at 13-0906_0237-0245); Chief of Staff Leave Requests (Exhibit 18 at 13-0906_0247-0252).
[63] Legislative Director Leave Requests (Exhibit 15 at 13-0906_0220-0224); Patrick Bell Leave Requests (Exhibit 16 at 13-0906_0226-0235); Former Communications Director Leave Requests (Exhibit 17 at 13-0906_0237-0245); Chief of Staff Leave Requests (Exhibit 18 at 13-0906_0247-0252).
[64] Legislative Director Leave Requests (Exhibit 15 at 13-0906_0220-0224); Patrick Bell Leave Requests (Exhibit 16 at 13-0906_0226-0235); Former Communications Director Leave Requests (Exhibit 17 at 13-0906_0237-0245); Chief of Staff Leave Requests (Exhibit 18 at 13-0906_0247-0252).
[65] Representative McMorris Rodgers' Employee Handbook (Exhibit 14 at 13-0906_0214).
[66] Former Communications Director MOI (Exhibit 7 at 13-0906_0073).
[67] *Id.* at 13-0906_0074.
[68] *Id.*

C. Official Resources Used for Campaign Speeches and Press Releases

64. From 2010 to 2012, Representative McMorris Rodgers' congressional staff were responsible for drafting her campaign speeches and press releases.[69]

65. Representative McMorris Rodgers told the OCE that her campaign speeches were drafted primarily by Chief of Staff, Former Communications Director, and Campaign Consultant.[70] She said that she had congressional staff draft campaign speeches because they know her and know what she has been doing.[71] She described it as something they wanted to do to be helpful on their own time outside of the office.[72]

66. She described the general drafting process as beginning with Former Communications Director taking the lead on a draft.[73] She would then sit down and talk about the speech draft with him and discuss anything that should be included.[74]

67. She stated that the conversations with Former Communications Director about the campaign speeches sometimes occurred in the congressional office.[75] The conversations also occurred at the National Republican Congressional Committee or "wherever we might be."[76]

68. Representative McMorris Rodgers typically provided her comments and edits on a hard copy of the draft.[77] These hard copies of the speeches were usually compiled in a binder of various items that her congressional staff provided to her before she left the office for the day.[78] The staff also delivered the binder to her home if she had already left for the day.[79]

69. Former Communications Director told the OCE that Chief of Staff usually asked him to write campaign speeches, but Representative McMorris Rodgers was always involved in

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

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

70. Former Communications Director told the OCE that he usually drafted campaign speeches on his congressional office computer and during business hours.[84]

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

D. Official Resources Used for Campaign Events

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

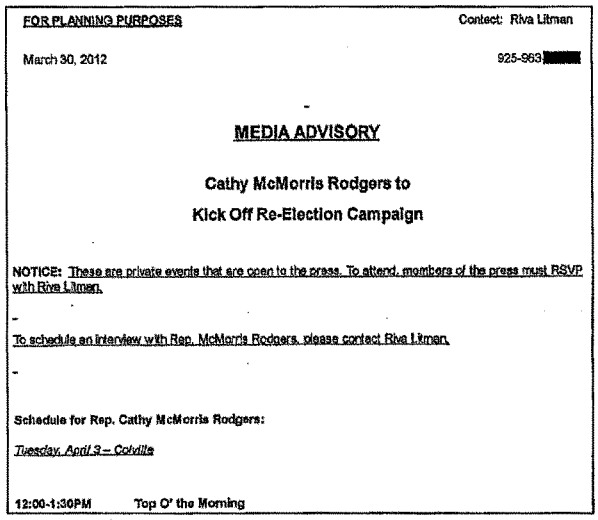
2012 Campaign Kick Off Events

73. Press Secretary traveled from Washington, DC to Spokane, Washington at the expense of the congressional office from April 2 to April 6, 2012.[85]

74. She was the press secretary for Representative McMorris Rodgers congressional office.[86] Representative McMorris Rodgers' campaign committee did not have a press secretary during the 2012 election cycle.

[80] Former Communications Director MOI (Exhibit 7 at 13-0906_0069).
[81] *Id.*
[82] *Id.*
[83] *Id.*
[84] *Id.* at 13-0906_0068.
[85] Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099).
[86] Press Secretary MOI (Exhibit 6 at 13-0906_0058).

75. Prior to traveling to Spokane, Press Secretary was listed as the contact person on a campaign media advisory requesting interviews with media outlets in Spokane during the week of April 2.[87] Specifically, the media advisory announced, "Cathy McMorris Rodgers to Kick Off Re-Election Campaign."[88]



FOR PLANNING PURPOSES — Contact: Riva Litman

March 30, 2012 — 925-963[redacted]

MEDIA ADVISORY

Cathy McMorris Rodgers to
Kick Off Re-Election Campaign

NOTICE: These are private events that are open to the press. To attend, members of the press must RSVP with Riva Litman.

To schedule an interview with Rep. McMorris Rodgers, please contact Riva Litman.

Schedule for Rep. Cathy McMorris Rodgers:

Tuesday, April 3 – Colville

12:00-1:30PM **Top O' the Morning**

76. The campaign media advisory listed "Top O' the Morning" events, which were campaign-related events held in three cities in Representative McMorris Rodgers' district, for April 3, April 4, and April 5.[89]

77. Press Secretary provided the OCE with a calendar for her travel from April 2 to April 6.[90] The calendar shows the "Top O' the Morning" events and various media interviews scheduled throughout each day.[91]

78. Press Secretary stated that she traveled to the district primarily for campaign-related activity.[92] She also said that there was a mix of official and campaign media activity that

[87] Email from Former Communications Director to undisclosed recipients, dated March 30, 2012 ("March 30 Email") (Exhibit 21 at 13-0906_0271).
[88] Email from Former Communications Director to undisclosed recipients, dated April 2, (Exhibit 22 at 13-0906_0274-0275); March 30 Email (Exhibit 21 at 13-0906_0271-0272).
[89] March 30 Email (Exhibit 21 at 13-0906_0271-0272).
[90] Schedule of April 3 – April 6, 2012 (Exhibit 23 at 13-0906_0277-0279).
[91] *Id.*
[92] Press Secretary MOI (Exhibit 6 at 13-0906_0061). Following her interview with the OCE, Press Secretary's counsel contacted the OCE and stated that Press Secretary "maintained a full official schedule" during her travel. *See* Email from E. Burke to Kedric Payne, dated November 6, 2013 (Exhibit 24 at 13-0906_0281). The Board notes that representations by counsel do not supersede witness statements made during interviews.

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

79. When asked whether she requested leave from the congressional office for the time spent doing campaign activity, she said that she believed that she submitted a leave form to Former Communications Director.[95] She did not recall who paid for her travel expenses, but recalled submitting receipts for reimbursement to a congressional district office staffer.[96]

80. The total cost of Press Secretary's travel expenses from April 2 to April 6, 2012 was approximately $1,515.[97]

81. According to records provided by Representative McMorris Rodgers, the congressional office paid for Press Secretary's travel expenses.[98]

82. Press Secretary's vacation and leave records do not include any time off from April 2 to April 6, 2012.[99] The records also do not include any diary of time spent performing campaign related activity on her own time.[100] Representative McMorris Rodgers' written office policy and House standards of conduct advise that such records should have been maintained.[101]

83. Press Secretary traveled from Washington, DC to Spokane during the week that Representative McMorris Rodgers announced her re-election campaign in the district. Press Secretary was listed as the media contact person for the campaign kick-off and she attended various media interviews with Representative McMorris Rodgers in the district that appear to have been scheduled in response to a campaign media advisory. During her interview with the OCE, Press Secretary indicated that she went to the district to do a mix of campaign and official media.[102] Based on this information, there is substantial reason to believe that congressional funds were used for Press Secretary's travel to the district in April 2012 that was primarily for campaign related activities in violation of House rules, standards of conduct, and federal law.

RNC 2012

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

[93] *Id.*
[94] Press Secretary MOI (Exhibit 6 at 13-0906_0061).
[95] *Id.* at 13-0906_0062.
[96] *Id.* at 13-0906_0061.
[97] Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099).
[98] *Id.*
[99] Press Secretary's Vacation and Leave Records (Exhibit 25 at 13-0906_0283-0292).
[100] *Id.*
[101] Representative McMorris Rodgers' Employee Handbook (Exhibit 14 at 13-0906_0214).
[102] Press Secretary MOI (Exhibit 6 at 13-0906_0061).

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

85. Representative McMorris Rodgers told the OCE that the congressional staff attended the RNC to assist her with duties related to her role as a hostess of the Convention.[104] The staff also assisted with preparing her for her speeches and media interviews during the Convention.[105]

86. When asked how she knew whether the staff attended the RNC on their own time, Representative McMorris Rodgers said that the campaign paid for their hotel and travel expenses.[106] Records of her MRA disbursements do not show any travel expenses incurred during the time of the RNC.[107]

87. She said that she understood that they took time off from work and she hopes that they took time off. She said that she is not involved in leave forms for staffers.[108]

88. Press Secretary, Chief of Staff, and Legislative Director told the OCE that they requested vacation for the RNC.[109]

89. Despite their claim that they were on vacation during the RNC, Press Secretary, Chief of Staff, and Legislative Director did not provide the OCE with any vacation requests, leave requests, or any other records substantiating their claim.[110] Representative McMorris Rodgers' written office policy and House standards of conduct advise that such records should have been maintained.[111]

90. As a result of the nature of the congressional staff travel to the RNC where the campaign paid for travel expenses, campaign activity was conducted, and due to the absence of leave or vacation records for the congressional staff in attendance, there is substantial reason to believe that the staff attended the RNC on official time in violation of House rules, standards of conduct, and federal law.

[103] McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042); Chief of Staff MOI (Exhibit 5 at 13-0906_0051); Legislative Director MOI (Exhibit 8 at 13-0906_0084-85); Press Secretary MOI (Exhibit 6 at 13-0906_0062).
[104] McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042).
[105] *Id.*
[106] *Id.*
[107] Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0098-0099).
[108] McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042).
[109] Chief of Staff MOI (Exhibit 5 at 13-0906_0051-52); Legislative Director MOI (Exhibit 8 at 13-0906_0085); Press Secretary MOI (Exhibit 6 at 13-0906_0062).
[110] *See* Legislative Director Leave Requests (Exhibit 15 at 13-0906_0220-0224); Patrick Bell Leave Requests (Exhibit 16 at 13-0906_0226-0235); Former Communications Director Leave Requests (Exhibit 17 at 13-0906_0237-0245); Chief of Staff Leave Requests (Exhibit 18 at 13-0906_0247-0252); Press Secretary's Vacation and Leave Records (Exhibit 25 at 13-0906_0283-0292).
[111] Representative McMorris Rodgers' Employee Handbook (Exhibit 14 at 13-0906_0214).

November 2012

91. Press Secretary traveled from Washington, DC to Spokane, Washington at the expense of the congressional office from November 5 to November 7, 2012.[112] The total cost of travel expenses was approximately $846.[113]

92. Press Secretary stated that her trip to the district from November 5 to November 7, 2012 was related to both the campaign and to official activities, but that the trip was primarily campaign related.[114]

93. Prior to the Press Secretary traveling to Spokane, Former Communications Director sent out a media advisory announcing Representative McMorris Rodgers' availability for interviews "During Final Week of Campaign," and indicating that Representative McMorris Rodgers would be holding campaign events in Spokane and Davenport, Washington on November 5 and November 6, 2012.[115]

[112] Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099).
[113] *Id.*
[114] Press Secretary MOI (Exhibit 6 at 13-0906_0061). Following her interview with the OCE, Press Secretary's counsel contacted the OCE and stated that Press Secretary "worked a full official schedule" during her travel in November. *See* Email from E. Burke to Kedric Payne, dated November 6, 2013 (Exhibit 24 at 13-0906_0281). The Board notes that representations by counsel do not supersede witness statements made during interviews.
[115] Email from Former Communications Director to undisclosed recipients, dated October 30, 2012 ("October 30 Email") (Exhibit 26 at 13-0906_0294-295).

94. Press Secretary provided the OCE with her schedule for November 5 to November 7, 2012.[116] This schedule shows that she participated in several media interviews specifically described in the calendar as being related to Representative McMorris Rodgers' campaign during November 5 to November 7, 2012.[117] Other media appearances during this period are not specifically described as campaign media in her calendar, and therefore it is not clear whether they were campaign or official appearances.[118] In particular, all of the media appearances on Press Secretary's schedule for November 7, 2012 were specifically described as campaign related.[119]

November 07, 2012 Wednesday	
8:30 AM - 8:40 AM	KXLY TV Interview -- 500 West Boone Avenue Spokane WA 99201-2404 LOCATION: 500 W. Boone POC:Chelsie; 509-386-[redacted], Riva Litman, 925-963-[redacted] TOPIC: Your re-election/Presidential campaign
8:40 AM - 8:50 AM	KXLY Radio Interview -- 500 West Boone Avenue Spokane WA 99201-2404 LOCATION: 500 W. Boone POC: Chelsie; 509-386-[redacted], Riva Litman, 925-963-[redacted] TOPIC: Your re-election/Presidential campaign
9:00 AM - 9:15 AM	KHQ Interview -- 1201 West Sprague Avenue Spokane WA 99201-4102 LOCATION: 1201 W Sprague Ave POC: Beverley; 509-448-[redacted], Riva Litman, 925-963-[redacted] TOPIC: Your re-election/Presidential campaign
9:30 AM - 9:50 AM	KREM Interview -- 4103 South Regal Street Spokane WA 99223-7737 LOCATION: 4103 S. Regal POC: Trinity; 509-838-[redacted]; 509-838-[redacted]; Riva Litman, 925-963-[redacted] TOPIC: Your re-election/Presidential campaign
1:30 PM - 10:55 PM	*1:30 PM PST* CMR, JDD, SPM & RBL to fly Delta 1488 / 2184 GEG - DCA Dep GEG 1:30 PM PST Arr MSP 6:22 PM CST Dep MSP 7:25 PM CST Arr DCA 10:55 PM EST

95. Legislative Director also traveled to the district from November 1 to November 7, 2012. He provided the OCE with a schedule for his travel to the district during this period.[120] The schedule indicates that certain campaign events, in addition to the campaign media interviews listed on Press Secretary's schedule, also occurred during the period of November 5 to November 7, 2012, including a campaign "Victory Party" during the evening on November 6, 2012 and a "thank you brunch" for campaign supporters on November 7, 2012.[121]

[116] Schedule of November 5 – November 7, 2012 (Exhibit 27 at 13-0906_0297-0300).
[117] *Id.*
[118] *Id.*
[119] *Id.*
[120] Schedule of November 1 – November 7, 2012 (Exhibit 28 at 13-0906_0302-0304).
[121] *Id.*

96. Press Secretary was listed along with Former Communications Director as a point of contact for the election night victory party on a media advisory sent out by Former Communications Director on November 6, 2012.[122]

97. Documents provided to the OCE indicate that Press Secretary and Former Communications Director were in charge of coordinating Representative McMorris Rodgers' campaign media appearances during the days leading up to the November 6, 2012 election.[123] For example, a campaign email sent by Former Communications Director on November 5, 2012 stated that Press Secretary "will be with the Congresswoman and is coordinating her interviews tomorrow," referring to Election Day.[124]

98. Press Secretary stated that she traveled to the district from November 5 to November 7, 2012 at the request of Former Communications Director.[125]

99. Press Secretary emphasized that the work she did for the campaign during the trip was voluntary.[126] Press Secretary did not identify any official work she completed during the trip.

100. Press Secretary stated that she believes she took leave from the congressional office for the trip; submitting a leave form to Former Communications Director.[127] Neither Press Secretary nor Representative McMorris Rodgers were able to produce a record of the leave form to the OCE.

101. Press Secretary's vacation and leave records do not include any time off from November 5 to November 7, 2012.[128] These records also do not include any diary of time spent performing campaign related activity. Representative McMorris Rodgers' written office policy and House standards of conduct advise that such records should have been maintained.[129]

102. Based on the information before the OCE, there is substantial reason to believe that Press Secretary traveled to the district from November 5 to November 7, 2012 primarily for campaign related activities.[130]

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[122] Email from Former Communications Director to several recipients, dated November 6, 2012 (Exhibit 29 at 13-0906_0306-0309).
[123] Email from Former Communications Director to Press Secretary, et al., dated November 2, 2012 (Exhibit 30 at 13-0906_0311-0334).
[124] Email from Former Communications Director to Joe O'Sullivan, dated November 5, 2012 (Exhibit 31 at 13-0906_0336-0338).
[125] Press Secretary MOI (Exhibit 6 at 13-0906_0061).
[126] *Id.*
[127] *Id.* at 13-0906_0062.
[128] Press Secretary's Vacation and Leave Records (Exhibit 25 at 13-0906_0283-0292).
[129] Representative McMorris Rodgers' Employee Handbook (Exhibit 14 at 13-0906_0214).
[130] We also note that it appears Representative McMorris Rodgers' congressional office paid for airfare for Legislative Director for travel occurring from October 17 to November 3, 2012. Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099). However, Legislative Director requested leave from the congressional office from October 12 through November 3, 2012 to work on a

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

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

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

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

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

B. Campaign Communications Consultant Provided Services to the Congressional Office

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

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

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

[131] 2 U.S.C. § 59e(d).

[132] House Rule 24, clause 2.

[133] House Ethics Manual at 178-79.

[134] Mr. O'Donnell MOI (Exhibit 9 at 13-0906_0090).

108. According to Mr. O'Donnell, Former Communications Director contacted him around March 2012 and asked if he could provide communications consulting services to Representative McMorris Rodgers through her congressional office.[135]

109. Mr. O'Donnell met with Representative McMorris Rodgers and Chief of Staff before he was hired to discuss the services that he was expected to provide, which included assessing Representative McMorris Rodgers' communication skills, preparing her for media appearances, and helping Former Communications Director and Press Secretary with their communications duties for the congressional office.[136]

110. Mr. O'Donnell began working for Representative McMorris Rodgers in April 2012.[137] He described his services as being provided to Representative McMorris Rodgers in her capacity as a Member of Congress and member of the Republican leadership. He told the OCE that at that time he was not providing services to her congressional campaign or to her in her capacity as a candidate for office.[138]

111. Mr. O'Donnell told the OCE that he had no discussions about providing debate preparation services for Representative McMorris Rodgers until October 2012 when he was asked to attend a debate preparation session.[139] He said this was the first instance when he was asked to provide campaign services.[140]

112. Mr. O'Donnell attended one debate preparation session in October 2012 in person and he attended additional debate preparation sessions over the telephone in advance of the 2012 election.[141]

113. Mr. O'Donnell also assisted Representative McMorris Rodgers with her race for Republican Conference Chair in September and October of 2012. He said these services were not for her congressional campaign.[142]

114. In December 2012, Mr. O'Donnell assisted Representative McMorris Rodgers with her transition to Conference Chair, including interviewing candidates for a communications director position for the House Republican Conference.[143] He was also responsible for

[135] *Id.*
[136] *Id.* at 13-0906_0091.
[137] *Id.*
[138] *Id.*
[139] *Id.* at 13-0906_0092.
[140] *Id.*
[141] *Id.*
[142] *Id.* at 13-0906_0093.
[143] *Id.*

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

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

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

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

118. According to Mr. O'Donnell, reports filed with the Federal Election Commission, and a schedule of payments for Mr. O'Donnell, the sources of his compensation varied in 2012.[148]

Brett Payment/Calendar

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

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

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

[144] *Id.* at 13-0906_0094.
[145] *Id.*
[146] Press Secretary MOI (Exhibit 6 at 13-0906_0063).
[147] Mr. O'Donnell MOI (Exhibit 9 at 13-0906_0095).
[148] Payment Calendar for Mr. O'Donnell (Exhibit 32 at 13-0906_0340); Itemized Disbursements to O'Donnell& Associates, excerpts from 2012 FEC Reports of CMR Political Action Committee (Exhibit 33 at 13-0906_0342-0345); Excerpts from 2012 FEC Reports of Cathy McMorris Rodgers for Congress (Exhibit 34 at 13-0906_0347).
[149] Mr. O'Donnell MOI (Exhibit 9 at 13-0906_0095-0096).
[150] *Id.* at 13-0906_0091).

121. During December 2012, when Mr. O'Donnell provided services to the congressional office, he was paid by Representative McMorris Rodgers' principal campaign committee, Cathy McMorris Rodgers for Congress.[151]

122. Representative McMorris Rodgers told the OCE that she was aware that Mr. O'Donnell was paid by the campaign in December 2012, but she considered his job as both official and campaign.[152]

123. Based on evidence before the OCE, there is substantial reason to believe that Mr. O'Donnell performed services for Representative McMorris Rodgers' congressional office, but was improperly paid with political funds in April, May, June, July, August, September, and December 2012.

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

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

124. *"As a general matter, a Member may use campaign funds to pay for activities in furtherance of a campaign for one of the House leadership offices . . . . However, when a particular activity related to a leadership race is supported with campaign resources, no official House resources may be devoted to that activity except to the extent noted above."*[153]

125. *The House Ethics Manual provides the following example: "A Member who is sending a mailing on a leadership race decides to pay the printing and mailing expenses with campaign funds. No official staff time or any other House resources may be used in furtherance of the mailing."*[154]

[151] *Id.*; Email from Brett O'Donnell to Sue Carlin, attaching O'Donnell & Associates Invoice, dated November 2, 2012 (Exhibit 35 at 13-0906_0349); Email from Brett O'Donnell to Chief of Staff, attaching O'Donnell & Associates Invoice, dated December 12, 2012) (Exhibit 36 at 13-0906_0349-0353).
[152] McMorris Rodgers MOI (Exhibit 4 at 13-0906_0043).
[153] House Ethics Manual at 161.
[154] *Id.*

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

126. In 2012, Representative McMorris Rodgers ran for Chair of the House Republican Conference. For the campaign, her congressional staff and campaign staff jointly produced an information packet and video supporting her candidacy.[155]

127. Representative McMorris Rodgers told the OCE that the packet and video were a "combined effort" of her campaign staff and congressional staff where Patrick Bell was the manager for her congressional office and Campaign Consultant was the manager for her congressional campaign.[156] Representative McMorris Rodgers received drafts, made recommendations and edits, and was responsible for final approval.[157]

128. Campaign Consultant told the OCE that around September 2012, Mr. Bell and Chief of Staff asked him to prepare the packet and video for the leadership race.[158]

129. Campaign Consultant said that Mr. Bell served as project manager.[159] Chief of Staff also worked on the project.[160]

130. Mr. Bell was responsible for compiling the video, which was largely a collection of video clips.[161] Chief of Staff was involved in editing and approving the project.[162]

131. Press Secretary told the OCE that she assisted with creating and editing the packet at the request of Mr. Bell.[163] She recalled working on the project with Chief of Staff and

[155] McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042). Cathy McMorris Rodgers for Chairman, House Republican Conference Packet (Exhibit 37 at 13-0906_0358-0365); Representative McMorris Rodgers Leadership Race Video (on file with OCE).
[156] McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042). Campaign Consultant began working as an adviser to Representative McMorris Rodgers in her capacity as Chair of the House Republican Conference in December 2012. Memorandum of Interview of Representative McMorris Rodgers' Campaign Consultant, October 23, 2013 ("Campaign Consultant MOI") (Exhibit 38 at 13-0906_0372). Campaign Consultant stated that despite being removed from the Conference payroll effective July 2013, he continued and continues to provide services to the Conference on a frequent basis. *Id* at 13-0906_0374. Specifically, Campaign Consultant stated that he continues to travel to Washington, DC to work for the Conference for approximately ten days each month, and that he communicates with Conference staff via email and telephone multiple times per week and advises the communications staff on communications goals. *Id.* Campaign Consultant stated that he is not receiving any payments or reimbursements for his services to the Conference or for his expenses related to those services, including the expenses for his travel from Washington State to Washington, DC on a monthly basis, but that he would like to be paid for those services. *Id.*
[157] McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042).
[158] Campaign Consultant MOI (Exhibit 38 at 13-0906_0369).
[159] *Id.*
[160] *Id.*
[161] *Id.*
[162] *Id.*
[163] Press Secretary MOI (Exhibit 6 at 13-0906_0062).

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

132. Former Communications Director said that Mr. Bell asked him and Press Secretary to review video clips and select excerpts.[167] Former Communications Director estimated that reviewing the video clips required two hours of his time plus two hours of Press Secretary's time.[168] Former Communications Director spent approximately two hours editing the packet.[169]

133. The Board notes that the activities of the congressional staff exceeded simply providing copies of published materials to the campaign staff. The congressional staff managed the project and spent significant time editing materials to produce a new mailing and video.

134. The packet was copied and mailed using funds from Representative McMorris Rodgers' campaign committee.[170] The campaign committee also paid the expenses for the video production.[171]

135. Chief of Staff said that he consulted the Committee on Ethics on how to pay for mailing the packet and he was referred to Committee on House Administration.[172] He told the OCE that House Administration advised that the packet be sent with campaign resources.[173] Chief of Staff did not receive any advice on combining official and political resources for the video and packet.[174]

136. Based on the information before the OCE, there is substantial reason to believe that official and campaign resources were combined improperly to produce and send the video and packet for Representative McMorris Rodgers' leadership race in violation of House standards of conduct.

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[164] *Id.*
[165] *Id.*
[166] *Id.*
[167] Former Communications Director MOI (Exhibit 7 at 13-0906_0077).
[168] *Id.* at 13-0906_0077-78.
[169] *Id.*
[170] Campaign Consultant MOI (Exhibit 38 at 13-0906_0370).
[171] *Id.* at 13-0906_0371; Polis Political Services, Inc. Invoice for Cathy McMorris Rodgers for Congress, October 31, 2012 (Exhibit 39 at 13-0906_0377); Itemized Disbursements for Polis Political Services, excerpt of Cathy McMorris Rodgers for Congress 2012 FEC Reports (Exhibit 40 at 13-0906_0379); Mortimore Productions, Inc. Invoice for Cathy McMorris Rodgers for Congress (Exhibit 41 at 13-0906_0381-0382); Itemized Disbursements for Mortimore Productions, Inc., excerpt of Cathy McMorris Rodgers for Congress 2012 FEC Reports (Exhibit 42 at 13-0906_0384).
[172] Chief of Staff MOI (Exhibit 5 at 13-0906_0053). *See* Email from Kelle Strickland to Mildred Webber, dated November 3, 2012 (Exhibit 43 at 13-0906_0386-388); Email from Legislative Director to Chief of Staff, dated November 5, 2012 (Exhibit 44 at 13-0906_0390).
[173] Chief of Staff MOI (Exhibit 5 at 13-0906_0053).
[174] *Id.*

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

137. Patrick Bell is the former Director of New Media for Representative McMorris Rodgers' congressional office. In 2010 and 2012, he allegedly traveled to Spokane, Washington to perform campaign activities on official time. He also allegedly combined efforts with campaign staff to produce a packet and video for Representative McMorris Rodgers' leadership race.

138. The OCE requested information from Mr. Bell to determine whether he improperly used official resources for campaign activity and for the leadership race.

139. Mr. Bell refused to cooperate with the OCE.

140. Brett O'Donnell is a communications consultant for Representative McMorris Rodgers' and the House Republican Conference. In 2012, he received campaign funds to perform work for Representative McMorris Rodgers' congressional office.

141. The OCE requested information from Mr. O'Donnell to determine whether Representative McMorris Rodgers improperly paid him with campaign funds. Mr. O'Donnell interviewed with the OCE and produced documents, but refused to certify that he provided a complete response to the Request for Information.

142. By refusing to provide a Request for Information Certification, Mr. O'Donnell did not cooperate fully with the OCE.

VI. CONCLUSION

143. Representative McMorris Rodgers' congressional staff prepared her for campaign debates, drafted campaign speeches, traveled to her district for campaign events, and attended the RNC. Based on the information available to the OCE, there is substantial reason to believe Representative McMorris Rodgers' congressional staff performed these campaign activities using official resources.

144. Representative McMorris Rodgers used political funds to pay for: (1) a communications consultant to perform work for her congressional office; and (2) a packet and video for her House leadership race that were produced in concert with her congressional staff.

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

146. The Board recommends that the Committee on Ethics further review the allegation concerning use of political committee funds to pay for official expenses because there is

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

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

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

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

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

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

EXHIBIT 1

Gmail by Google

Shaughnessy Murphy [redacted]@gmail.com>

Debate Items--Please Review

3 messages

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

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

5 attachments

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

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

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

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

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

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

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

Let me know if you need anything else.
Thanks,

Dawn
[Quoted text hidden]

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

Friday, October 5th, Debate Prep (2:00-3:30)
- 2:00-3:00 Practice Q&A
- 3:00-3:30 Practice Opening and Closing Statements
- Call-in 877-680-[redacted] code: [redacted]

Sunday, October 5th, Debate Prep (3:30-5:30)
- 3:30-4:30 Mock Debate I
- 4:30-5:30 Mock Debate II
- Call-in 877-680-[redacted] code: [redacted]

Monday, October 6th Debate Prep (2:00-5:30)
- 2:00-3:00 Mock Debate III
- 3:00-3:30 Debate critique
- 4:00-5:00 Mock Debate IV
- 5:00-5:30 Debate critique

Tuesday, October 7th Debate Prep/Debate
- 9:00-9:30 Warm-up
- 9:30 Depart for Studio
- 10:00-11:00 Make-up
- 11:00-12:00 Debate

SMOCE-0133

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

FROM: Jeremy Deutsch

DATE: October 4, 2012

RE: Debate Prep and the Week Ahead

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

Attached to this memo please find the following:

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

Action items:

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

be created if signed into law?

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

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Prep Questions/Briefings
CMR

Main Messages

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

Main Attack:

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

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

Q and A

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

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

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

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

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

SMOCE-0136

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Lilly Ledbetter/Equal Pay/War on Women

Points to Make

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

Key Facts

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

Responses to Expected Attacks

Women are at a disadvantage under the policies of CMR

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

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

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

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

Taxes

Points to Make

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

Key Facts

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

Regulations

Points to Make

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

Key Facts

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

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Cowan's Major Messaging Themes

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

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Cowan's Positions on the Issues
Source: RichCowanForCongress.com, accessed 10/2/12

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

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

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

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

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

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

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

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

Primary Sources

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Interviewer: What would you differently?

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

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

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

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

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

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

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

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

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

August 7, 2012 on KXLY (PRIMARY NIGHT)

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

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

Interviewer: Take a moment to introduce yourself.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

...

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

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

...

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

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

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

...

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

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

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

...

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

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

<u>June 28, 2012 Rich Cowan's Statement on Supreme Court Decision</u>

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

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

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

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

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

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

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

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

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

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

...

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

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

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

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

...

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

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

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

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

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

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

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

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

...

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

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

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

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

...

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

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

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

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

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

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

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

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

June 11, 2012 – "Dollars Don't Buy Elections." (YouTube Video)

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

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

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

June 6, 2012 – "Nominations and Fair Pay." (YouTube Video)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Cowan is a Spokane native and attended Washington State University.

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

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

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

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

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

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

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

KHQ Candidate Profile: Rich Cowan (D)

Political Party: Democratic

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

Family: 2 children, Kristin and Casey

Religion: Lutheran

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

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

Priorities:

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Change for our Washington:

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

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

Jobs:

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

Protecting Medicare:

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

Womens' Rights:

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

Veterans and Military:

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

10 Questions (10/4/12):

X) Congresswoman, this is the 44th straight month the national unemployment rate has been above 8%, the longest streak since the Great Depression. Here in Spokane, it's above 9%. What are some specific things you are doing as a Member of Congress to create jobs?

X) Congresswoman, you voted against the Affordable Care Act which would extend health insurance to over 30 million Americans. Why did you vote against this bill, and what type of health care reform do you support?

X) Congresswoman, last month, the House went out of session without passing a new farm bill, meaning that our nation's farmers are currently operating without a farm bill. Why did that happen, and what kind of farm bill do you expect Congress to pass?

X) Congresswoman, last week, you were at the ribbon-cutting for the newest section of the North South Freeway, but yet, the funding for the Freeway came from the President's stimulus bill, which you voted against. Do you regret your vote against the stimulus?

X) Congresswoman, you voted for the Budget Control Act which cuts about $1 trillion in military spending over the next decade. There is some concern that these military cuts will hurt Fairchild Air Force Base, the largest employer in Eastern Washington. What are you doing to reverse these cuts?

X) Congresswoman, you support tax cuts for the wealthy, at a time when middle-class and working-class Americans are suffering economically. Do you really think we should cut taxes on the wealthy, even if it means less money for vital government programs?

X) Congresswoman, by most metrics, this is the most polarized, partisan Congress in modern American history, and you serve as a Leadership member in this Congress. What are some of the things you are doing to make Congress more bipartisan and work more effectively?

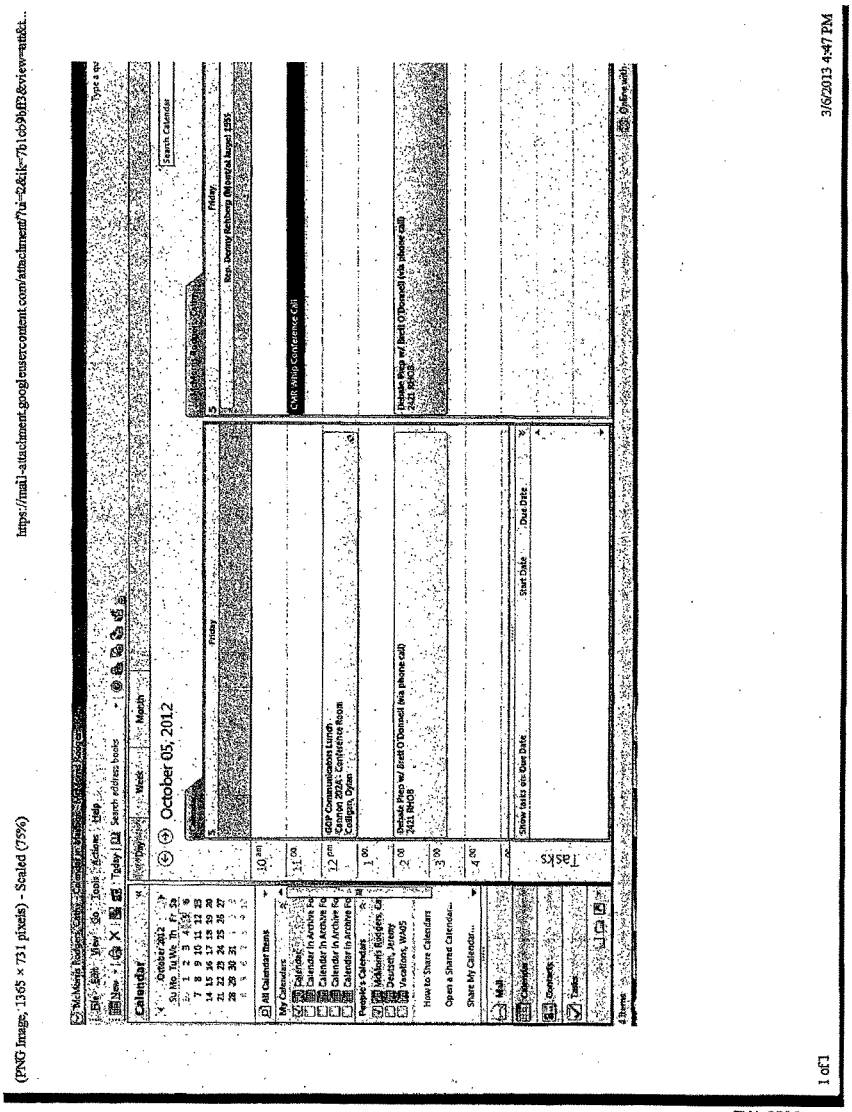
X) Congresswoman, earlier this year, you became the Republican Party's point person in rebutting claims that your party is waging a "War on Women." On issues ranging from contraception to equal pay to even basic

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

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

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

EXHIBIT 2



TW_0586

13-0906_0033

Winer, Todd

Subject:	Debate Prep w/ Brett O'Donnell (via phone call)
Location:	2421 RHOB
Start:	Fri 10/5/2012 2:00 PM
End:	Fri 10/5/2012 3:30 PM
Recurrence:	(none)
Organizer:	McMorris Rodgers, Cathy
Categories:	Preparation Time
IQACCOUNT:	[redacted]
IQEVENTID:	[redacted]

CALL-IN NUMBER: 877-680-[redacted]
LEADER PASSCODE: [redacted]
NON-LEADER PASSCODE: [redacted]

Brett: [redacted]
Stan: [redacted]

1

TW_0587
13-0906_0034

EXHIBIT 3

Re: CMR Q and A

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

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

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

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

Brett

EXHIBIT 4

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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

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

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

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. She signed a written acknowledgement of the warning, which will be placed in the case file in this review.

2. The witness stated that her congressional office policy concerning staff performing campaign work is made clear in writing. Congressional staff are not to do campaign work on official time or with official resources. Any campaign work must be done on the staffer's own time, which means after hours or on the weekend. The office has flexibility with hours. For example, a staffer may take an extended lunch break and work later in the evening to make up hours. Campaign work must be done outside of the office and without congressional equipment.

3. The office policy for staffers performing campaign work has existed since she first came into Congress, and every staffer reviews and signs a certification agreeing to the policy.

4. The witness stated that her congressional staff assisted her with preparing for debates in 2012. Todd Winer, Riva Litman, and Jeremy Deutsch assisted her. She recalled that Shaughnessy Murphy may have also assisted while he was in the district.

5. Specifically, the staffers assisted her with preparing for issues and legislation relevant to the debates. They asked her mock questions and discussed answers. The witness stated that debate preparation sessions were held in her home in her district in Washington.

6. She recalled that one debate preparation session was held in her office in the Rayburn House Office Building. The session was held there because it was a Sunday afternoon and she knew that her home was going to be noisy with her children. Other issues were discussed during the debate preparation session other than the debate, so the witness stated that they went ahead and stayed at the office for the debate preparation.

7. The witness was shown a calendar entry for Friday, October 5, 2012, stating "Debate Prep w/ Brett O'Donnell (via phone call) 2421 RHOB." She said that she did not recall a preparation session on a Friday afternoon and the calendar entry may have been mislabeled. The witness stated that her scheduler, Amy Hariss, makes calendar entries.

8. When asked why she had her staff assist her with debate preparation, the witness said that her staff have the "legislative history" and know the votes that she has taken. The staff also provided her with general strategy tips for the debate and for her frame of mind, including how to approach the debate. The witness stated that the staff does not do opposition research.

9. The staff also assisted her with preparing for debates in 2010. The staff who assisted with debate preparation in 2010 were Mr. Winer and Mr. Deutsch. She believes that Ms. Litman most likely assisted, as well, but she doubts that Mr. Murphy assisted. She stated that they assisted her in 2010 in the same manner that they assisted in 2012.

10. She said the debate preparation sessions were held in her district, but no sessionwas ever held in her congressional office in Spokane.

11. Staff assisted the witness with drafting campaign speeches in 2012. Mr. Winer, Ms. Litman, and Mr. Deutsch were the staffers who assisted her.

12. When asked to list the paid staff for her congressional campaign in 2012, the witness said that Jessica Dewitt worked for the campaign. The witness was unsure whether Ms. Dewitt was the Campaign Director or the Campaign Manager. She doubted that Ms. Dewitt was the Campaign Manager because she was new to the campaign and did not have extensive experience. The witness said that Ms. Dewitt was the point person who handled calls and was the main person on the campaign.

13. The witness stated that Ian Field worked for the campaign and that Kevin Parker served as honorary chair of the campaign. Don Peters was the Treasurer of the campaign and Dawn Sugasa handled finance as the Finance Director. Stan Shore was responsible for the mailings for the campaign as a campaign contractor.

14. When asked who served as her contact for the campaign, the witness said Ms. Dewitt and Ms. Sugasa.

15. When asked who on the campaign drafted campaign speeches, the witness stated that it was largely Jeremy Deutsch, Todd Winer, and Stan Shore.

16. The general drafting process for the witness' campaign speeches began with Mr. Winer taking the lead on the draft. She would then sit down and talk about the speech with him and discuss anything that should be included. She would review the draft and work on finalizing it. She is not sure if she always had a conversation with Mr. Deutsch about the speeches.

17. She typically provided her comments and edits on a hard copy of the draft. These hard copies of the speeches were usually compiled in a binder of various items that her staff provided to her before she left the office for the day. The staff also delivered the binder to her home if she had already left for the day.

18. She said the conversations with Mr. Winer about the campaign speeches sometimes occurred in the congressional office. The conversations also occurred at the National Republican Congressional Committee office, or, as the witness stated, "wherever we might be."

19. When asked why she had congressional staff assist her with campaign speeches, she said that the staff knows her and knows what she has been doing. She described it as something they want to do to be helpful on their own time outside of the office.

20. She said that congressional staff assisted her with writing speeches in 2011 and 2010.

21. When asked whether she ever had congressional staff assist her with writing letters to the editors of newspapers for her campaign, the witness initially said she did not recall having staff assist her.

22. The witness was shown an email to her from Mr. Winer, dated October 20, 2010 (TW_0558). She told the OCE that she views the Communications Director's role to include writing letters to editors throughout the year. She encourages staff to write letters to editors that are not related to campaign activity.

23. She said that she consistently asked Mr. Winer throughout the year to have a strategy for letters to the editor. She is certain that she spoke to Mr. Winer about writing letters to editors because the letters were necessary to counter other letters to editors. These letters were sometimes related to her congressional duties and other times related to her campaign. The witness believes that she likely talked to Mr. Winer about potential people who could sign the letters to editors.

24. She said that she recognized that the letters to editors referenced in the email are in response to campaign issues. When asked whether the letters were written during official

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

25. The witness was shown an email from T. Winer to J. Deutsch, dated June 18, 2012 (TW_0382). She stated that she does not believe that she ever directed or suggested that interns in her office write letters to editors for her campaign.

26. The witness told the OCE that members of her congressional staff attended "Top of the Morning" events with her in her congressional district in April 2012. She told the OCE that she cannot recall the name of all the staff who attended, but the staffers were from her district offices and Washington, D.C. office. She said the staffers volunteered to attend the events on their own time.

27. She stated that the primary reason for her travel to the district in April 2012 was for the two week Easter break that was a district work period, and one of the top district work periods of the year. When asked if the campaign kickoff events held in April 2012 in the district were the "primary" purpose of her travel to the district, the witness stated "no," they were not the primary purpose of her travel.

28. Staffers from her district offices and Washington, DC office also attended a "Pink Flamingo" event with her in August 2012 as volunteers. She told the OCE that staffers are not required to attend the event, but she has found that staffers feel shunned if they are excluded from attending such events.

29. On the same day in August 2012 as the Pink Flamingo event, a luncheon was held with the Ponderosa Republican Women organization. She recalled that only a few congressional staffers attended this event with her. Jessica DeWitt and Ian Field attended, but she is not certain whether Mr. Winer attended.

30. The witness said that her primary reason for visiting the district in August is because it is recess and it is when she spends significant time in the district.

31. The witness told the OCE that Top of the Morning, Pink Flamingo, and the lunch with the Ponderosa Republican Women organization were annual events and that her staff attended them with her in 2011 and 2010 similar to 2012. One year the Top of the Morning events did not happen, but the witness is not certain whether this was before or after 2010.

32. She recalled attending an interview in October 2012 at the Spokesman Review with Mr. Winer. She believes that Mr. Murphy may have also attended. Mr. Winer attended to assist her with a series of issue related questions that were asked during the interview. The witness does not remember asking Mr. Winer to attend the meeting and she said that her staff decides among themselves who will volunteer to assist her.

33. Congressional staff attended the Republican National Convention in 2012 with the witness. The witness stated that the staffers volunteered and attended on their own time and at the expense of the campaign. She said that it was an issue because many staffers wanted to attend and they could not all attend due to the cost for the campaign.

34. She recalled that Mr. Deutsch, Mr. Winer, Ms. Litman, Patrick Bell, Ms. Sugasa, and Brett O'Donnell attended the convention. Ms. Litman attended as a volunteer with a Republican delegation and Mr. O'Donnell attended to assist multiple people in addition to helping the witness with preparation for speaking and media interviews.

35. The witness' congressional staffers attended to help with logistics related to her role as a hostess of the convention. She had speeches every night of the Convention and the staff assisted her with preparing for the speeches and media interviews.

36. When asked how she knew whether the staffers attended the convention on their own time, the witness said that the campaign paid for their hotel and travel expenses. She said that she understood they took time off from work and she hopes that they took time off. She said that she is not involved in leave forms that staffers submit.

37. The witness told the OCE that her congressional staff assisted with the packet and video for her race for Republican Conference Chair in 2012. The witness specifically stated that the packet and video were a "combined effort" of her campaign staff and congressional staff. Mr. Bell was the point person for the congressional office and Mr. Shore was the point person for the campaign. Mr. Deutsch also was involved in the effort. She reviewed drafts and made recommendations and edits. She was responsible for final approval.

38. In December 2012, Mr. O'Donnell assisted her with preparing for various media appearances. The witness stated that Mr. Winer and Ms. Litman also assisted with the preparation. Preparation sessions occurred sometimes in her congressional office and on other occasions in the studio or hallway.

39. Mr. O'Donnell assisted her with thinking through the questions, knowing the points that she wanted to make, and providing background on interviewers and the questions that they might ask.

40. When asked whether the media preparation sessions were campaign or official-related, the witness said the preparation sessions were both because a reporter does not distinguish between the campaign and non-campaign issues. She stated that the decision was made when Mr. O'Donnell was initially hired that the majority of his work would be "on the political side" and she was aware that he was paid by the campaign, but ultimately his work was assisting with both campaign and official interviews. The witness stated that they paid Mr. O'Donnell out of the campaign so there would be no question about using tax dollars to do campaign work.

41. The witness knew that Mr. Shore was employed with the House Republican Conference. She said that he is no longer with the Conference because it was always known that he was helping with the transition of the office on a temporary basis and he did not want to live in Washington, DC. Mr. Deutsch was his supervisor when he was employed with the Conference.

42. She told the OCE that she was not aware of him ending employment with the Conference because of the OCE investigation or press inquiries concerning his employment.

43. The most recent communication that she had with Mr. Shore was during the government shutdown in October 2013, when she saw him in the Conference office. She said that the nature of the conversation was "just catching up and talking about the shutdown."

44. She is not aware that Mr. Shore continues to assist the Conference and has not seen him involved in anything. She is not aware of him volunteering to assist the Conference.

45. The witness told the OCE that Mr. Winer was a great fit and a great writer when he was hired. The office needed a writer and he was a good Communications Director. He had strengths and weaknesses like everyone and as the office grew he struggled with management.

46. Following the race for Republican Conference Chair, Mr. Winer was under the impression that he should be the Communications Director for the Conference. Mr. Winer was told that he would not receive the position and Mr. Winer said that he wanted to look for other positions.

47. Mr. Winer returned a few weeks later around December 2012 or January 2013 wanting to keep his job in her personal office but the witness did not have confidence that he could do that job. She did not have confidence that he could do the job anymore because he had been unwilling to do the job as instructed and wanted to have more of a political role.

48. Prior to him being told that he was not going to be Communications Director of the Republican Conference, she had multiple meetings with Mr. Winer because she found

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

49. She said that in December 2011, Mr. Winer began promoting her politically in a manner in which she disapproved, had some unrealistic goals for her, and wanted to do more on the political side than she was comfortable allowing him to do. For example, the witness stated that she had reason to believe that Mr. Winer was the source of certain rumors that the witness was a potential vice presidential candidate. The witness stated that she spoke with him about it and ultimately he became disappointed and disengaged. The witness also stated that Mr. Winer "deflated" when it became clear that she would not be a vice presidential candidate. Mr. Winer was never excited about her leadership race and he became unhappy, so Mr. Deutsch took over the media aspects of the leadership race, which made Mr. Winer mad. The witness stated that she was aware that he "lost his temper" with the staff during this period.

50. The witness was shown an email from Mr. Winer to her, dated January 10, 2013 (TW_0123-0124). She recalled the email and said that she responded to the email in a face-to-face meeting with Mr. Winer. At the point when he wrote the email, he had returned after being unable to find another job and requested another six months on the payroll. He had been on the payroll since the time that he was told he could look for another job, but that was scheduled to end in January 2013.

51. When asked whether Mr. Winer's tardiness to a debate preparation session was part of the reason why he was no longer employed, the witness said no. She also said that she did not discuss with him the email's reference to the debate preparation session where he was late.

52. The witness said that Mr. Winer never mentioned to her that he was uncomfortable doing campaign work. She said that he wanted to be more involved in campaign work, especially during the leadership race. He was not on message with the media in the beginning of the leadership race and Mr. Deutsch assumed the role of point person with the media.

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

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 5

CONFIDENTIAL

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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

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

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

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. The witness signed a written acknowledgement of the 18 U.S.C. § 1001 warning, which will be placed in the case file in this review.

2. The witness first met Representative McMorris Rodgers in or about April 2003 in Olympia, Washington for a job interview. At the time, Representative McMorris Rodgers was a state representative in Washington and the witness was living and working in Ohio. The witness moved to Washington in or about May 2003 to begin working for then state representative McMorris Rodgers as a political director for "HROC"—the House Republican Organizing Committee.

3. The witness stated that although Representative McMorris Rodgers asked him to manage her 2004 campaign for the United States House of Representatives, he was not employed by Representative McMorris Rodgers' 2004 campaign, although he volunteered for the campaign.

4. In 2006, the witness stated that he was paid by Representative McMorris Rodgers' campaign committee, and also volunteered for the campaign. The witness could not recall precisely what his title with the campaign was, but recalled that at the time he was working for a hotel in New Jersey and noticed that Representative McMorris Rodgers was being outraised by her opponent, so he volunteered for the campaign and ended up working for the campaign for about six weeks.

5. The witness stated that beginning in 2005 he was employed by Moore Information for about one year as a senior project manager. His duties involved conducting public opinion research. During his time at Moore Information, the witness stated that he did not do any work for Representative McMorris Rodgers as a client of Moore Information. The witness stated that to the best of his recollection, Representative McMorris Rodgers was not a client of Moore Information during the time he worked there.

6. The witness stated that he worked for Representative McMorris Rodgers "on and off" until December 15, 2008 when he became the Chief of Staff of Representative McMorris Rodgers' congressional office.

7. The witness stated that his duties as Representative McMorris Rodgers' Chief of Staff include running the day-to-day operations of the congressional office, managing human resources issues, and advising Representative McMorris Rodgers on public policy issues. All other staff in Representative McMorris Rodgers' congressional and district offices ultimately report to the witness.

8. The witness reports to Representative McMorris Rodgers, and communicates with her on a "very regular" basis, which is at least daily when Representative McMorris Rodgers is in Washington, DC. The witness's contact with Representative McMorris Rodgers is primarily in-person when she is in Washington, DC and over the phone when she is in her district.

9. The witness stated the he works, and sometimes volunteers, for Representative McMorris Rodgers' leadership PAC, CMR PAC. The witness advises CMR PAC on contribution and disbursement decisions, and, along with Representative McMorris Rodgers, is responsible for making decisions regarding contributions to other candidates and other types of disbursements. The witness stated that there is no executive director of the PAC, and that he and Representative McMorris Rodgers are principally responsible for the operations of CMR PAC. Other persons also provide services to the PAC. Specifically, Concentric provides treasurer and compliance services to the PAC; Joe Rachinsky acts as a fundraiser and provides compliance advice to the PAC; Dawn Sugasa assists the PAC with fundraising; Brett O'Donnell provides the PAC with media consulting services, such as consulting Representative McMorris Rodgers regarding television appearances and raising her media profile; Stan Shore assists the PAC with creative ideas for fundraising and the PAC's web presence; and Mildred Webber provides the PAC with political advice regarding which candidates to support.

10. The witness was paid for these services by CMR PAC in 2012 and in 2011, but has not yet been paid by CMR PAC for his services in 2013. The services he provided in the past and for which he was paid are the same as the services he currently provides to the PAC.

11. The witness was asked who the current employees of Representative McMorris Rodgers' campaign are, and responded that Ian Field is the campaign manager; Dawn Sugasa is a fundraiser; Dan Peters is the treasurer and compliance officer; Stan Shore is a general consultant; and Joe Rachinsky is a fundraiser. The witness also stated that the campaign hires "an extra set of hands" on occasion to assist with events, such as the "Pink Flamingo" event, which is a major grassroots event the campaign holds in August. Specifically with regard to communications, the witness stated that the campaign has not needed much communications assistance in 2013 because it is an off-election year, but Ian Field updates the campaign's Facebook page. No single person is dedicated to doing communications work for the campaign in 2013.

12. The witness stated that during the 2012 election cycle these same individuals worked for the campaign, but Jessica DeWitt was the campaign manager and Ian Field served as campaign coordinator. The witness stated that in November and December of 2012, Brett O'Donnell assisted the campaign with debate preparation services, political appearances, and post-election analysis, although the witness stated that he believes the invoices reflecting those services were received by the campaign "late." With regard to communications, in 2012 Stan Shore and Ian Field did communications work for the campaign, and Todd Winer and Riva Litman of Representative McMorris Rodgers' congressional office provided communications services as volunteers to the campaign. The witness also stated that he volunteered for the campaign during the 2012 election cycle.

13. With regard to the 2010 election cycle, the witness stated that he could not remember who the campaign manager was, but he recalled that Dawn Sugasa, Stan Shore, Joe Rachinsky, and Kristina Sabestinas worked for the campaign during that cycle. The witness stated that he volunteered for the campaign during the 2010 election cycle, playing an active role in media and communications.

14. The witness stated that his role with Representative McMorris Rodgers' campaign has been the same since the 2010 cycle. The witness reported directly to Representative McMorris Rodgers and did not report to the campaign manager: In 2012 he reported directly to Representative McMorris Rodgers and not to Jessica DeWitt. In 2010, the witness reported directly to Representative McMorris Rodgers and not to Kristina Sabestinas.

15. The witness was asked about Representative McMorris Rodgers' congressional office policy regarding staff doing campaign work. He responded that his understanding of the rules is that there is to be no campaign work on federal time, using federal resources, or using federal equipment. He stated that the office handbook is "very strict" and "very clear" on this policy and that staff are required to sign a document agreeing to the policy

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

16. The witness stated that the policy does not permit campaign work to be done in the congressional office or during working hours. The witness stated that the policy does permit staff to engage in campaign work during their free time, such as before work, during lunch, after work, or on weekends. When asked whether the policy requires staff to track the time they spend on campaign work, the witness stated that he does not recall such a requirement or the existence of a time-tracking form.

17. With regard to the campaign authorization form, the witness stated that the form was required to be completed if a staff member wanted to work on any campaign. The witness stated that if a staff member wanted to work on a campaign while they were on vacation, however, the form was not necessarily required as there was a separate form—a "leave form"—for vacation. The witness stated that he recalls that a staff member filled out an authorization form for work they wanted to do for a port commissioner election, but otherwise does not recall anyone ever asking him whether they needed to complete an authorization form.

18. The witness was shown an email to him from Todd Winer dated October 1, 2010 in which Mr. Winer asked if he needed to "fill out a Leave form" to cover his time in the district. The witness was asked what the "Leave form" referenced in the email was, and stated that he did not know for sure what form Mr. Winer was referencing, and does not specifically recall how he responded to Mr. Winer's email, but stated that if Mr. Winer's trip to the district was related to the campaign he would have asked him to take leave for the trip. The witness then stated that if a staff member wanted to work on Representative McMorris Rodgers' campaign, they needed to fill out a leave form.

19. The witness was asked whether he assisted Representative McMorris Rodgers with campaign debate preparation in 2010 and he said that he did. The witness stated that he came up with potential questions, "threw questions at" Representative McMorris Rodgers, and then critiqued her responses. The witness stated that he did this at one debate preparation session in 2010 at Representative McMorris Rodgers' home in Spokane, Washington on what he recalls was a Monday morning. The witness stated that Todd Winer and Riva Litman also attended that debate preparation session. When asked why he was in Spokane at that time, the witness stated that he would go back and forth from Washington, DC to the district multiple times each year to meet with stakeholders and conduct official meetings in the district. When asked if he spent time in the district

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

20. The witness was asked whether he assisted Representative McMorris Rodgers with campaign debate preparation in 2012 and he said that he did, doing the same type of duties as in 2010, but the witness recalled that at one point he played the role of Representative McMorris Rodgers' opponent in a debate preparation session. The witness recalled that there were at least three debate preparation sessions. Two of these sessions were in Spokane, Washington, with one occurring late in the evening in a boardroom and the other occurring before a debate at about 6:00 in the morning.

21. The witness was shown an email that he sent to various members of Representative McMorris Rodgers' congressional staff on Friday, October 5, 2012 in which he wrote, "Debate prep will start at 2:15." (JDOCE-0264). The witness also was shown a calendar item in Todd Winer's calendar on Friday, October 5, 2012 listing "Debate Prep w/ Brett O'Donnell (via phone call) 2421 RHOB." (TW_0586). The witness stated that he does not remember that day very well and is not sure if the debate preparation session scheduled for that day was pushed to Sunday, October 7.

22. With regard to a campaign debate preparation session held on Sunday, October 7, 2012, the witness stated that it was held in Representative McMorris Rodgers' congressional office because they also discussed other things during that meeting, such as calendar items and policy issues.

23. The witness was next shown a document titled, "Debate Agenda: Friday October 5th – Tuesday, October 7th." (SMOCE-0133). This document indicates that debate preparation was scheduled to take place on Friday, October 5th from 2:00-3:30 that day. The witness stated that, "it was a variety of things we were talking about" during that meeting; we certainly did the debate preparation, but also we went over the schedule as well as her trip to the district.

24. The witness stated that the campaign debate preparation session on Monday, October 8th occurred in the "Potlatch boardroom" in Spokane, Washington, which was a space secured by the campaign. The witness stated that the debate preparation session on Tuesday, October 9th took place in Representative McMorris Rodgers' home.

25. The witness was next asked about his attendance at fundraising events for Representative McMorris Rodgers' campaign in 2012. The witness stated that he attended the Pink Flamingo event in 2012. His role was just showing up; he did not run the event. The witness stated that he was in the district at the time to keep in touch with district office staff and meet with stakeholders. The witness said that he did not attend any "Ponderosa" events in 2012.

26. The witness was asked whether he attended any campaign events in August 2012, and he stated that he does not recall and that perhaps he attended evening events in the district because he was in the district for a few weeks in August 2012.

27. The witness was asked whether he attended any "Top of the Morning" campaign events in 2012, and he stated that there were three such events in 2012, of which two were lunches. The witness recalled that he attended the Top of the Morning lunch that was held in Walla Walla.

28. The witness stated that when Representative McMorris Rodgers is in the district they build out her day with official business, and that campaign work is incidental. The witness recalls that he was in the district in April 2012 for about a week to work with the district office and meet with stakeholders. When asked if he was in the district to work on the campaign, the witness stated that the campaign was "not much" of a reason for the trip and that he didn't need to do much work for the campaign because Dawn Sugasa produces "turn-key" events for the campaign.

29. The witness was shown a document containing Representative McMorris Rodgers' schedule on April 3-7, 2012 as a point of reference. (RLOCE-0209-211). The witness stated that he attended the campaign kickoff event at 12:00 p.m. and the business roundtable event at 1:30 p.m. on April 3; the interview with Emily Jacks of KTEL radio at 11:00 a.m., the campaign kickoff lunch at 12:00 p.m., the business roundtable event in Walla Walla at 1:30 p.m., and a dinner with Dr. Schweitzer on April 4, 2012; and the campaign kickoff event at 7:30 a.m. on April 5, 2012. The witness stated that he spent the remainder of the day on April 5, 2012 in the Spokane congressional district office. With regard to the KTEL interview, the witness stated that the interview consisted of Representative McMorris Rodgers giving a "DC update." When asked whether that interview had been scheduled in response to a campaign press release, the witness stated, "I don't know," and that he was not sure whether the interview was requested by KTEL or by Representative McMorris Rodgers. The witness stated that the interview was "official" rather than campaign-related.

30. The witness was next asked about the 2012 Republican National Convention. The witness attended the Convention, and was there for four to five days. The witness stated that Shaughnessy Murphy, Patrick Bell, Todd Winer, Riva Litman, and Representative McMorris Rodgers also attended. Ms. Litman was there as a volunteer for the California delegation. The witness stated that he believes the congressional staffers in attendance at the Convention took leave, and he recalls telling them to take time off and believes that he saw a leave form for Patrick Bell and others. When asked if he took leave for the Convention, the witness stated "yes, I recall taking time" and added that he was "really

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

31. The witness stated that Representative McMorris Rodgers' campaign paid for his travel expenses related to the Convention. The witness recalled that the campaign booked rooms that were far away from the Convention, but that the Convention gave Representative McMorris Rodgers one room right next to the perimeter of the Convention.

32. When asked what his role in the Convention was, the witness stated that he was volunteering and helping out Representative McMorris Rodgers with her schedule, logistics, speeches, including assisting with preparing her Convention speech, and assisting with her media appearances during the Convention. The witness stated that Todd Winer assisted Representative McMorris Rodgers with communications work and her speeches. Shaughnessy Murphy assisted with logistical aspects of the Convention and assisted the witness. Patrick Bell assisted with logistics and communications, especially digital media matters.

33. The witness was asked whether Todd Winer assisted drafting Representative McMorris Rodgers' campaign speeches while Mr. Winer was employed by Representative McMorris Rodgers' congressional office. The witness stated that Mr. Winer did assist with such speeches as a volunteer and that he did not do it on official time. The witness stated that he himself also was involved in drafting Representative McMorris Rodgers' campaign speeches. Sometimes Mr. Winer would do the first draft and sometimes the witness would do the first draft and then they would "kick it around." The witness stressed that all of this work was done on non-federal email accounts and on non-government time. The witness stated that Riva Litman also was involved in drafting speeches for the campaign as a volunteer and on her own time, and Stan Shore was also involved as a consultant to the campaign. Hard copies of drafts were delivered to Representative McMorris Rodgers to her home in Washington, DC or in Spokane.

34. The witness stated that "on rare occasions" before Representative McMorris Rodgers left her congressional office the staff assistant or the witness would give a draft campaign speech to her.

35. The witness stated that if he met with Representative McMorris Rodgers to discuss campaign matters they would meet at the Davenport Hotel in the district, or if in Washington, DC, at Joe Rachinsky's office, the Capitol Hill Club, or at the NRCC, but not at her congressional office. The witness stated that he would print out hard copies of campaign speeches sometimes at the NRCC.

36. When asked whether drafting campaign speeches ever occurred during congressional business hours in 2010 or 2012, he stated that he was "very strict" about not doing campaign work on official hours. The witness was then shown an email dated March 30, 2012 at 9:46 a.m. from him to Todd Winer requesting that Mr. Winer draft a campaign speech. (TW_0311). The witness stated that, "maybe, perhaps it happened on occasion," but that this specific email was likely sent by him from the NRCC and then Mr. Winer's response was sent during a lunch hour.

37. The witness was next shown various emails regarding the campaign sent by him during congressional working hours to various congressional staffers. The witness responded that he does not recall where exactly he was when any of the emails were sent, and that he may have been at the NRCC, Capitol Hill Club, or at another office in DC at the time. The witness also stated that he would never request someone to "work on political things" during government hours, and that if he sent a request to a staffer during government hours the understanding was that they would do the campaign work during their own free time. His understanding also was that if a congressional staffer sent him something campaign-related during government working hours that they had completed the work during their own free time.

38. The witness stated that prior to the OCE review he was not aware that campaign documents had been stored on the congressional office's "s" drive.

39. The witness was next asked about Representative McMorris Rodgers' campaign for Chair of the Republican Conference. The witness stated that his role in the campaign was to be the manager for the election, lock up support, and handle logistics. The witness stated that Patrick Bell volunteered to work on the election, gathering information and entering it into a computer under the witness's supervision.

40. The witness was next asked about the production of a video and packet for Representative McMorris Rodgers' campaign for Chair of the Republican Conference. The witness stated that the congressional staff pulled together Representative McMorris Rodgers' official television and media appearances and press hits. Staff of Representative McMorris Rodgers' congressional pulled together political information.

41. The witness stated that the office consulted the Committee on Ethics about how to send the packet, and after a back-and-forth was told to ask House Administration, which said that they ought to use campaign resources to send the packet. The witness recalled discussing the issue with Phil Keko, George Hajiska, and Jack Deal of House Administration. When asked if he received any advice on combining official and political resources for the video and packet, the witness stated that, "I kept them separate."

42. The witness stated that Patrick Bell, Todd Winer, and Riva Litman all wanted to be involved in the leadership race by "volunteering and helping out" on their own time. When asked whether congressional staff worked on the leadership race in the congressional office, the witness stated "yes," and then clarified that when he said that Patrick Bell, Todd Winer, and Riva Litman volunteered for the leadership race he meant that they were not forced to work on the race. They were not acting as volunteers for the campaign committee.

43. The witness stated that he spoke with Representative McMorris Rodgers regarding the leadership campaign packet and video before they printed the packet in order to get her feedback. When asked if he discussed the back-and-forth with the Committee on Ethics and House Administration with Representative McMorris Rodgers, the witness stated, "I don't think so."

44. The witness was next asked about Representative McMorris Rodgers' media appearances following the 2012 election. The witness stated that in December 2012, Brett O'Donnell provided "general advice" and tips regarding Representative McMorris Rodgers' media appearances. The witness stated that sometimes Mr. O'Donnell would call in before a media appearance to prepare Representative McMorris Rodgers, and other times he would meet with her in person.

45. When asked if these media preparation sessions in December 2012 ever took place in the Cannon House Office Building, the witness stated "maybe" and then "sometimes," and stated that other times they occurred in Representative McMorris Rodgers' home or at the site of the media interview, such as at the Supreme Court in advance of the Court's ruling on healthcare.

46. The witness stated that Representative McMorris Rodgers' interviews in December 2012 were a mix between official and political, and that his participation in those preparation sessions and interviews was in his official capacity as her Chief of Staff. When asked whether Brett O'Donnell was working for Representative McMorris Rodgers' campaign or the congressional office in assisting with the media appearances, the witness stated that Brett O'Donnell would provide general advice, but maybe assist with political questions if they came up.

47. With regard to the work provided by Mr. O'Donnell in November and December 2012, the witness stated that Mr. O'Donnell was paid out of Representative McMorris Rodgers' election campaign for the work completed during those periods. When asked why Mr. O'Donnell had been paid out of Representative McMorris Rodgers' leadership PAC, CMR PAC, in September and October of 2012, the witness stated that it was because in

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

48. The witness stated that Brett O'Donnell also assisted him with interviewing applicants for the House Republican Conference communications director position after Mr. O'Donnell rejected an offer to take that position.

49. The witness was asked about Stan Shore's involvement in Representative McMorris Rodgers' leadership election, and stated that Mr. Shore worked out of Representative McMorris Rodgers' congressional office a few times, talking about the election with the witness, getting coffee, and listening to the witness's frustrations. The witness also stated that Mr. Shore helped draft Representative McMorris Rodgers' Conference Chair speech and a "handcard" that she distributed.

50. The witness stated that after Mr. Shore was hired by the Republican Conference, his duties involved helping draft talking points; planing retreats, including locations and agendas; assisting with Representative McMorris Rodgers' transition to Conference Chair; drafting Conference press releases; conducting interviews; reviewing contracts held by the Conference; reviewing the Conference's website; and working with Nate Hodson on the Conference's communications plan and strategy.

51. The witness stated that Mr. Shore is not currently employed by the Conference, but the witness stated that he does still periodically bounce ideas off of Mr. Shore and he "sometimes" comes into the Conference office in a volunteer capacity. The witness stated that Mr. Shore came into the office as recently as last week (the week prior to the interview with OCE) "for a day or two." Mr. Shore is not receiving reimbursements for his expenses. The witness explained that following the initiation of the OCE's review, Mr. Shore's payment "lapsed," and that Mr. Shore has recently been asking about being brought back on by the Conference.

52. The witness was asked about why Todd Winer was terminated by Representative McMorris Rodgers' congressional office. The witness stated that there were issues with his problems with management, his engagement at work, and the quality of work he was producing.

53. The witness stated that Mr. Winer would let things fall through the cracks and his passive-aggressive demeanor amounted to insubordination. The witness recalls that he met with him "six times or so" to discuss his performance. The witness also stated that others in the congressional office had concerns about his behavior and certain things he posted to Facebook after the Colorado shooting that were "dark and twisted."

54. The witness also recalled that Mr. Winer slammed a car door in the witness's face during the 2012 Republican National Convention, and that one time in Spokane he loudly "dropped the f-bomb" in a restaurant.

55. The witness was shown an email to him from Mr. Winer dated October 4, 2012 in which Mr. Winer suggested that official staff not accompany Representative McMorris Rodgers to a campaign event. (TW_0611). The witness stated that he does not recall Mr. Winer ever expressing concerns about campaign work being done on official time, and stated that he recalls telling Mr. Winer either in person or on the phone that they were not "bending campaign rules" because Mr. Winer was volunteering. The witness stated that no issues regarding volunteering on the campaign played any role in the decision to terminate Mr. Winer. Rather, the termination occurred out of concern for people's safety.

56. The witness was shown an email to him from Mr. Winer in which Mr. Winer stated that Representative McMorris Rodgers had suggested that congressional interns write letters to the editor (LTEs) for the campaign. The witness stated that he does not recall receiving the email, and that they would never have interns write LTEs, because interns are busy doing other things. If, however, an intern wanted to volunteer for the campaign they could do so outside of congressional time and outside of the office. The witness also stated that Representative McMorris Rodgers never mentioned having interns write LTEs to him.

57. The witness stated that after he notified Mr. Winer that he was terminated, Mr. Winer said that the witness would hear from his attorney and that he said something to the effect of that he was bringing the whole organization down. Shortly thereafter the witness stated that they found an email from Mr. Winer to himself with the phone number of the House's office of compliance and that the email concerned a potential lawsuit against Representative McMorris Rodgers' congressional office. The witness also recalls that Mr. Winer sent him a strange email saying "be careful out there" close before he was terminated. The witness stated that the last communication he had with Mr. Winer was in December 2012.

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

Bryson B. Morgan
Investigative Counsel

EXHIBIT 6

CONFIDENTIAL

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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

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

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

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. She signed a written acknowledgement of the warning, which will be placed in the case file in this review.

2. The witness began employment with Representative McMorris Rodgers on May 19, 2010. She was hired as the Press Secretary for her congressional office.

3. She learned of the position through a job listing and she interviewed for the job with Todd Winer on March 23, 2010. Her job responsibilities were to manage media relations and media lists, write speeches, assist with press conferences, and any other duties related to community outreach.

4. The witness stated that she does not recall whether during the interview there were any discussions about her working on the campaign.

5. She reported to Mr. Winer. She "checked in" with Jeremy Deutsch for any scheduling matters.

6. The witness is currently the Deputy Communications Director and Press Secretary for the House Republican Conference. She said that her job responsibilities for the Conference are the same as her responsibilities were for Representative McMorris Rodgers. She began employment with the Conference in January 2013. She reports to Nate Hodson.

7. The witness was asked whether she did any work for Representative McMorris Rodgers' campaign during the time that she was employed with the personal congressional office. The witness said that she worked for the campaign as a volunteer.

8. In 2010 and 2012 she worked on phone banks for the campaign and attended local events. She also attended the Republican National Convention when Governor Mitt Romney was the nominee and helped with media related to the convention.

9. The witness said that she assisted Representative McMorris Rodgers with debate preparation sessions. The preparation involved researching Representative McMorris Rodgers' opponent's comments, preparation sessions, and mock debates. In 2010, she attended mock debates at Representative McMorris Rodgers' home, and played the role of her opponent on at least one occasion. She recalled that Mr. Deutsch and Mr. Winer attended. She said that Mr. Murphy did not attend.

10. In 2012, she did not attend the debate preparation sessions but did preparatory work for the sessions. When asked whether debate preparation sessions occurred in the Rayburn House Office Building, the witness stated that she believes that a session was held there but it was part of a larger meeting where the debate "came up."

11. When asked who requested her assistance with debate preparation sessions, the witness initially stated that Mr. Winer asked her to prepare Representative McMorris Rodgers as her role as Press Secretary. She then said that she volunteered as part of the campaign and the preparation sessions were not part of her official work. She said that her trips to the district at the time of the debate preparation sessions in 2010 were for non-campaign related meetings with reporters and television anchors.

12. The witness said that the congressional office policy was that any campaign work had to be done during personal time on the weekend, before work, during lunch break, or after work, and using personal email accounts. Campaign work could not be done on official time or in the office. She said that no one was ever forced to do campaign work. The campaign work was all voluntary.

13. She said she never tracked her time for doing campaign work.

14. When asked whether she was familiar with the office's Campaign Work Authorization Form, she said "no."

15. The witness told the OCE that she assisted with writing campaign speeches as part of her volunteer work. She said she wrote victory speeches and press releases. Mr. Winer asked her to write these speeches in 2010 and 2012.

16. The witness was asked how she received comments from Representative McMorris Rodgers for the speeches that she wrote. The witness asked for clarification of whether the question related to campaign speeches as opposed to official speeches. After the OCE clarified that the questions pertained to campaign speeches, the witness said that sometimes Mr. Deutsch provided comments on the speeches.

17. The witness said that she often gave paper copies of draft speeches to Representative McMorris Rodgers and she provided her with handwritten edits. She stated that the Congresswoman preferred to provide handwritten edits, and was an active editor.

18. When asked how she gave the paper copies of speeches to Representative McMorris Rodgers, the witness told the OCE that the speeches were placed in a nightly folder that staff prepared for the Congresswoman, but that sometimes campaign speeches were not placed in the nightly folder, but rather given to her by her scheduler.

19. When asked whether the nightly folder was provided to the Congresswoman in the congressional office, the witness said yes, but that the folder was sometimes instead delivered to the Congresswoman at her home. When asked where the witness prepared the speeches that were placed in the nightly folder, the witness stated that she went home and prepared the speeches and then returned to work for them to be placed in the nightly folder. The witness stated that she never did campaign work in the office. She also stated that her roommate was the office scheduler and she would sometimes drive the speeches from their home to Representative McMorris Rodgers' home to deliver them.

20. At this point in the questioning, counsel for the witness requested a break for the witness. Following the break, the witness returned and stated that her descriptions of the speeches in the nightly binder referred to official speeches and not campaign speeches.

21. She then stated that she did not recall ever giving any speeches to Representative McMorris Rodgers in the congressional office in 2010. She told the OCE that Mr. Winer was responsible for dealing with final edits and giving speeches to the Congresswoman.

22. In 2012, the witness recalled assisting with a campaign press release and victory speech that had been initially drafted by Todd Winer, and the witness stated that she delivered the press release and victory speech to Representative McMorris Rodgers via email while she was in Spokane. The witness also stated that she wrote the Congresswoman's remarks for an event with Rick Santorum. The witness did not have any in-person meetings with the Congresswoman about any campaign speeches in 2012. She also stated that the campaign speeches were not discussed during the weekly Monday staff calls that Representative McMorris Rodgers attended.

23. The witness stated that she never wrote campaign speeches in the congressional office and never used congressional computers to write campaign speeches.

24. The witness stated that Stan Shore was an outside consultant for Representative McMorris Rodgers' political ads. The witness stated that she first met Mr. Shore in 2012. The witness stated that Patrick Bell was in charge of social media for the campaign.

25. The witness traveled to the congressional district in October 2010 for approximately two weeks. During that time, she assisted with preparing Representative McMorris Rodgers for campaign debates. She does not recall any additional campaign activity that she performed during that trip.

26. In April 2012, she traveled to the district for campaign activity that included "Top of the Morning" events in Colville and Spokane with Representative McMorris Rodgers. She traveled at the request of Mr. Winer. During the trip, she was involved in matters with media organizations, including calling into talk shows. The witness characterized the media work as a mix of campaign and official media.

27. She told the OCE that the April 2012 trip was primarily campaign related, and that she took leave from work to travel to the district during that period. She recalled that Dawn Sugasa attended certain events with her and was in charge of fundraising, but she is uncertain whether Mr. Shore also attended. Patrick Bell attended and assisted with the Top of the Morning events, including assisting with sound equipment. Mr. Deutsch attended the events and was responsible for overseeing everything.

28. When asked who covered her travel expenses, the witness stated that she did not know. She said that she submitted her reimbursement requests to a staffer in the district office and was paid through direct deposit into her checking account.

29. The witness stated that she traveled to the congressional district in November 2012, for campaign and official work, including a lot of media-related work such as meeting with reporters. The witness stated that the trip was primarily campaign related, and she took leave for the trip. She traveled at the request of Mr. Winer, but she volunteered to do campaign activity. Mr. Murphy and Mr. Deutsch also traveled with her to the district in November 2012. They worked with her on events for the reelection campaign and for Representative McMoriss Rodgers' leadership race. When asked who covered her travel expenses, the witness stated that she did not know. She said that she submitted her reimbursement requests to a staffer in the district office and was paid through direct deposit into her checking account.

30. When asked whether she submitted leave forms to the office for her time in the district in April and November 2012, the witness said that she believes she submitted the forms to Mr. Winer for him to send on to the district office person in charge of leave.

31. The witness never declined any request for her to go to the district. She said that she never felt any pressure to volunteer for the campaign and did not feel expected to do volunteer work. No one in the office felt as though they were coerced to work on the campaign.

32. The witness was shown an email from her to Mr. Winer, dated August 9, 2012. (JDOCE-0034). She stated that the Republican California Delegation paid for her travel to the Republican National Convention in 2012. She also received a per diem from the delegation. She assumed that Representative McMorris Rodgers' campaign would save money if the California Delegation paid for her expenses. She said that she took a leave of absence from the congressional office to attend the convention. The witness stated that her duties during the Convention were to help Representative McMorris Rodgers prepare for speeches and set up media interviews for the Congresswoman.

33. The witness stated that she assisted Representative McMorris Rodgers with her race for Chair of the House Republican Conference beginning one to two weeks before the leadership election. Specifically, she assisted with creating and editing a packet at the request of Mr Bell. She worked on this project with Mr. Deutsch, Mildred Webber, Mr. Shore, Ms. Sugasa, and Mr. Murphy. She recalled that Mr. Winer also assisted with the project, because she and Mr. Winer split up the work of pulling video clips for the packet.

34. The witness provided video clips to be included in the video that was created for the race. She compiled the clips by reviewing media interviews and pulling useful excerpts. The witness also provided input into which video clips were used.

35. She told the OCE that she worked on these projects both at her home and in the congressional office, initially using her official congressional email account but later using her gmail account. When asked whether she was doing the work for the campaign or the congressional office, the witness stated that she viewed it as official work and as part of her official duties as a House employee, but added that she was never specifically told "how it was delineated."

36. Mr. Bell was the point person for the leadership packet and video and he is the person who asked the witness to compile the clips for the video.

37. The witness stated that she did not recall having any conversations with Representative McMorris Rodgers about her work on the packet and video.

38. The witness first met Brett O'Donnell around February 2012. At that time, the Congresswoman wanted to improve her public speaking. Mr. Winer and the witness met with Mr. O'Donnell to discuss assistance he could provide.

39. Mr. O'Donnell began working with the Congresswoman, including assisting with preparing her for television appearances. The preparation sessions for the media appearances were sometimes done via telephone and sometimes in the congressional office. The preparation sessions were typically attended by Mr. Winer, Mr. O'Donnell, the witness, and Representative McMorris Rogers. The witness was asked whether Mr. O'Donnell did any such sessions after the 2012 election. The witness responded that Mr. O'Donnell did do such sessions in December 2012. Sometimes Mr. O'Donnell would call in, and sometimes he would be present. The sessions sometimes occurred in the congressional office or sometimes at the Congresswoman's home. When asked whether the preparation sessions were campaign or official congressional work, the witness stated that they were official as far as she knows.

40. The witness recalled that in November 2012, Mr. Shore was in the congressional office. She assumed that he was working on the packet for Representative McMorris Rodgers' leadership race as well as on a database of votes. She said that she believes Mr. Shore worked with Mr. Deutsch in the Chief of Staff office.

41. The witness worked with Mr. Shore in or about late January or February 2013 when she became the Press Secretary for the Republican Conference. The witness stated that she interacted with Mr. Shore regularly. Mr. Shore consulted on Representative McMorris Rodgers' speeches and assisted with other speeches.

42. The witness told the OCE her most recent communication with Mr. Shore happened approximately one week prior to her interview with the OCE when Mr. Shore was in the Republican Conference office. She stated that Mr. Shore comes into the office approximately once per month for a period of about three to seven days. She said that her interaction with him currently with respect to the consultation he provides is the same as it was in January-February 2013.

43. The witness was never employed with Representative McMorris Rodgers' leadership PAC.

44. When asked why Mr. Winer is no longer employed with Representative McMorris Rodgers' office, the witness said that working with Mr. Winer was difficult. He was "late to a lot of things," and did not fully complete projects.

45. The witness sensed an increase in Mr. Winer's frustration and an increase in frustration between Mr. Winer and Mr. Deutsch. She sensed that Mr. Winer was frustrated with

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

46. Mr. Winer was originally told around Thanksgiving 2012 that he would not move to the Republican Conference office. The decision was made final around the end of December.

47. The witness became responsible for his duties when Mr. Winer left the office. Mr. O'Donnell occasionally assisted the office with media contacts, but he did not assist the office with written materials.

48. The witness said that she never felt physically threatened by Mr. Winer.

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

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 7

CONFIDENTIAL

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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

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

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

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. He signed a written acknowledgement of the warning, which will be placed in the case file in this review.

2. The witness is the former Communications Director for Representative Cathy McMorris Rodgers. He was hired on December 21, 2009.

3. The witness told the OCE that he was first contacted by Representative McMorris Rodgers' congressional office in November 2009 when the Chief of Staff, Jeremy Deutsch, asked whether he was interested in a communications director position.

4. The witness had three interviews for the position. The first interview was with Mr. Deutsch and the Deputy Chief of Staff, David Condon. The second interview was with Mr. Deutsch and Kimberly Betz. The final interview was with Mr. Deutsch, Ms. Betz, and Representative McMorris Rodgers.

5. The witness stated that the job duties for the positions, as described during the interview, were to lead communication operations in the office and manage a press secretary and a new media employee. He was told that his duties would include writing speeches, press releases, and scripts; scheduling media interviews; and maintaining the website. Duties related to Representative McMorris Rodgers' campaign were never discussed.

6. When asked whether he had prior experience working on campaigns, the witness stated that he had previously worked part time for a Senator's office and the Senator's campaign

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

7. The witness stated that after he was hired, his duties typically consisted of writing two or three press releases per week. These press releases concerned issues such as activities related to Representative McMorris Rodgers' congressional committee assignments (*e.g.*, energy, healthcare) or her responsibilities as Vice Chair of the Republican Conference. He also wrote speeches for her, including speeches for the House floor, constituent events in the district, and presentations before various groups on Capitol Hill. In addition, the witness was responsible for responding to calls from reporters and requests for interviews with Representative McMorris Rodgers.

8. The witness reported directly to Mr. Deutsch. He did not report directly to Representative McMorris Rodgers. In 2010 and 2011, Mr. Deutsch routinely reviewed speeches that the witness drafted and provided edits. In 2012, the witness had more direct contact with Representative McMorris Rodgers when drafting her speeches.

9. Initially, the Press Secretary who reported to the witness was Bill Toye. In 2010, Mr. Toye left and Riva Litman became the Press Secretary. The witness was involved in the hiring of Ms. Litman.

10. Initially, Matthew Lundh was the staffer responsible for new media. He reported to the witness. In 2010, Mr. Ludun left and Patrick Bell became responsible for new media until 2012.

11. In May 2012, the witness became Senior Advisor in addition to serving as Communications Director. His duties as Senior Advisor were to plan for Representative McMorris Rodgers' campaign for Chair of the Republican Conference, including plans related to strategy and logistics. He received a pay increase for this new role and Mr. Deutsch remained his supervisor. The witness told the OCE that ultimately he did not have these duties with the leadership race.

12. The witness stated that he was never employed with Representative McMorris Rodgers' campaign committee.

13. He said that he was asked to do campaign work on approximately his third day of work in 2009. He told the OCE that Mr. Deutsch came to his desk and told him that he wanted to assist a former staffer of Representative McMorris Rodgers who was running for Congress, Jaime Herrera Beutler. Mr. Deutsch asked whether the witness was available to help with drafting an issues page for a webpage that the candidate was creating. The witness agreed and then Mr. Deutsch introduced the Beutler campaign to the witness with an email.

14. When asked whether he told Mr. Deutsch that he did not want to do the campaign work, the witness stated that he did not decline to assist with campaign work because it was his first week and he wanted to cooperate and not cause a problem. He said that he eventually pushed back.

15. He said that during his employment with Representative McMorris Rodgers, it was never made clear that campaign work was optional or was to be performed consistent with House rules.

16. When asked whether he objected to doing campaign work in general, the witness told the OCE that he should have been told prior to accepting employment with Representative McMorris Rodgers that campaign work was expected. He said that he would have asked for a higher salary. He also stated that he would have wanted the campaign work to have been performed consistent with congressional ethics rules. He felt that Mr. Deutsch and Representative McMorris Rodgers were putting the office at risk by not having a wall between campaign and official work.

17. The witness wrote campaign speeches for Representative McMorris Rodgers. He first began writing campaign speeches in January or February of 2010. The first campaign speech was for Lincoln Day events. He stated that the purpose of the speech was to serve as a pre-campaign kickoff where she discussed her activities in Congress and her plans for the election. Riva Litman also wrote campaign speeches.

18. The witness told the OCE that Mr. Deutsch asked him to write the Lincoln Day speech. After receiving the assignment, the witness contacted Representative McMorris Rodgers' District Director to ask what should be included in the speech. He also believes that he spoke with the district campaign fundraiser, Dawn Sugasa. Ms. Sugasa may have sent him previous campaign speeches. He does not know who wrote campaign speeches prior to his employment.

19. The witness drafted the speech and gave it to Mr. Deutsch to review. The witness believes that he had a meeting with Representative McMorris Rodgers and Mr. Deutsch to discuss the speech in the congressional office. He said that Representative McMorris Rodgers was positive about the speech.

20. The witness usually drafted campaign speeches on his congressional office computer and during business hours. He stated that there were no discussions about the use of official resources or official time or the need to track the amount of time spent on campaign activity.

21. The witness stated that, around September 2010, Mr. Deutsch explicitly told him that he wanted to keep down costs for Representative McMorris' campaign so that the campaign

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

22. The witness told the OCE that he did not volunteer to write speeches. He did not express any objection to writing speeches because he feared reprisal. He said that his fear of reprisal was later justified.

23. Representative McMorris Rodgers campaign had two full-time employees: a campaign manager and a campaign fundraiser. Kristian Sabestinas was the campaign manager when the witness began employment with the congressional office. Ms. Sabestinas left the campaign around January 2012 to work for the Mayor of Spokane, Washington. Jessica Dewitt was hired to replace Ms. Sabestinas around April 2012.

24. Ms. Sugasa was the fundraiser employed with the campaign throughout the time that the witness was employed with the congressional office.

25. Stan Shore was a consultant for the campaign. Zach Nichols worked from around February 2010 to November 2010 as a junior campaign staffer responsible for answering phone, distributing campaign signs, staff fundraisers, and similar tasks.

26. The campaign staff received assignments from Mr. Deutsch and he was more involved with the campaign when Ms. Dewitt was the campaign manager.

27. When asked whether Representative McMorris Rodgers asked him to write campaign speeches, the witness said no. However, he said she was always involved in drafting of the speeches. He told the OCE that he sent drafts of speeches directly to Representative McMorris Rodgers but that she rarely sent him any comments.

28. Usually the congressional staff compiled a weekly binder for Representative McMorris Rodgers that included the campaign speeches.

29. On the occasions that Representative McMorris Rodgers had comments on the speeches, she usually had in-person discussions with the witness in the congressional office. These discussions were occasionally over the phone when Representative McMorris Rodgers was in the district. The witness stated that an example of him working closely with Representative McMorris Rodgers to prepare a campaign speech was for the Republican National Convention in 2012.

30. The witness told the OCE that he drafted campaign press releases for Representative McMorris Rodgers. When asked when he wrote his first campaign press release for Representative McMorris Rodgers, the witness stated that it was around April 2010, after Mr. Bell traveled to the district and spent a week working on the campaign kickoff, including arranging media interview.

31. Mr. Deutsch came to the witness' work station in the congressional office to discuss the need to send out a press release. Mr. Deutsch then sent out a press release about Representative McMorris Rodgers filing for re-election. The witness also wrote a statement that was included in the re-election filing.

32. The witness recalled discussing the campaign release with Representative McMorris Rodgers and Mr. Deutsch while walking with the Member on her way to vote in the Capitol. This discussion occurred during regular business hours. The witness stated that he drafted the release in the congressional office.

33. He sent the press release to media using his personal email account. He told the OCE that he cannot remember if he was told to use his own email account or whether he decided to use his own email account on his own. He always used his personal email account for any campaign activity.

34. When asked about the volume of campaign press releases that he wrote, the witness stated that he wrote a few releases in October 2010. In 2011, he sent out very few and remembers a release concerning Representative McMorris Rodgers endorsing Mitt Romney.

35. In 2012, the witness was very active and wrote several campaign press releases. The releases included statements for the Washington presidential caucus (March 2012), Republican National Convention (August 2012), Representative McMorris Rodgers election (October – November 2012), and various events for Mitt Romney.

36. When asked about the role of Ms. Litman in writing campaign press releases, the witness stated that she worked on campaign press releases in 2012.

37. The witness told the OCE that Mr. Deutsch assigned him campaign press releases to draft. When the witness did not have time to work on the press releases, the witness assigned the tasks to Ms. Litman. He said that Ms. Litman never expressed any concern about doing campaign work. He said that he told Ms. Litman that she was not obligated to do anything that she did not want to do. He believes that he told her this around September 2010 when Ms. Sabestinas was coordinating a letter writing campaign to a newspaper editor. He said that he told her this because it was her first exposure to the busy campaign season that was approaching. He did not discuss with her how to record her time for campaign activity and official activity.

38. When asked whether he ever volunteered to work on campaign press releases, the witness said no. He never declined to work on campaign press releases. He said that he did not want to work on the campaign press releases because they added to his workload. He thought the activity was an unnecessary risk to Representative McMorris Rodgers.

39. When asked whether he would have worked on the campaign if (1) there were no threat of reprisal; and (2) the work complied to ethics rules, he said that he would not have because he does not see himself as a campaign person and did not want to do campaign work.

40. The witness stated that he would always have Representative McMorris Rodgers review and approve press releases before he sent them to the media. He was present when she reviewed certain releases, but others he sent to her and he received her comments from Mr. Deutsch. She did not review releases that were simply advisories, as opposed to statements.

41. The witness traveled to the congressional district to perform campaign activity on numerous occasions. In August 2010, he traveled to the district and stayed for approximately ten days for official and campaign activities. The campaign activities were the Pink Flamingo campaign fundraiser and the Ponderosa Women's Lunch.

42. The Pink Flamingo fundraiser is an event held annually at the home of one of Representative McMorris Rodgers' donors. The event is held during the week and partly during business hours, from approximately 3:30 p.m. to 7:00 p.m. The witness believes that the Ponderosa Women's lunch is held every election year and is sponsored by an organization of Spokane Republican women.

43. The witness wrote Representative McMorris Rodgers' speeches for both events. He recalled that Mr. Deutsch, Mr. Condon, and all of the district office staffers attended the events.

44. In October 2010, he traveled to the district to perform various campaign activities. He participated in preparing Representative McMorris Rodgers for campaign debates. He also attended meetings with the editorial boards of several newspapers concerning her campaign. He attended media interviews with Representative McMorris Rodgers and prepared press releases. The witness stated that Ms. Litman and Mr. Bell were also in the district during different time periods in October. Mr. Murphy was in the district for a month.

45. The witness told the OCE that around this time in October 2010 he emailed Mr. Deutsch and asked whether Ms. Litman and Mr. Bell should take leave during their time in the district. The witness never received a response from Mr. Deutsch.

46. The witness stayed at the Hotel Davenport during his travel in the district in October 2010. He believes that his food and hotel expenses were reimbursed by the congressional office.

47. When asked what official activities he performed while in the district in October 2010, the witness could not recall any and stated that there may not have been any official activities.

48. In August 2011, the witness traveled to the district and stayed for approximately one week for campaign activities. The primary purpose of his trip was to attend the Pink Flamingo fundraiser. Mr. Deutsch also attended the fundraiser.

49. When asked why he stayed in the district for a week, the witness stated that it was a long commute to the district and the additional time provided an opportunity to see the district. He said that almost every staff member in the Washington, DC office traveled to the district "to see" district every year.

50. In August 2012, the witness traveled to the district and stayed for approximately one week for campaign activity. He attended the Pink Flamingo fundraiser and the Ponderosa Women's Lunch. He recalled that the other congressional staffers who attended the Pink Flamingo event were Mr. Bell, Mr. Murphy, Mr. Deutsch, and Mr. Leland. He recalled that Ms. Litman attended the Ponderosa Women's Lunch.

51. The witness described the primary purpose of his trip to the district in August 2012 as press concerning Representative McMorris Rodgers' primary election. During the trip, the witness worked on press releases and interviews for Representative McMorris Rodgers' primary election and her appearances for Mitt Romney.

52. When asked whether he performed any official duties during this trip to the district, the witness told the OCE that he posted photographs of Representative McMorris Rodgers with her constituents on her Facebook page and he had calls with reporters concerning official matters.

53. In October 2012, the witness traveled to the district and stayed approximately one week for campaign activity. The witness was shown a document with a calendar of October 2012 (SMOCE-0372). He stated that handwriting on the document indicated events that Representative McMorris Rodgers attended for other candidates. Mr. Deutsch or Ms. Sugasa would have staffed Representative McMorris Rodgers for these events. The witness did not attend these events.

54. The witness was shown an email from Louise Fendrich to Shaughnessy Murphy attaching a schedule for the week of October 8, 2012 (SMOCE-0340). He did not know whether he had seen the document before, but he remembered the events.

55. On October 9, 2012, he attended the KSPS debate along with Mr. Deutsch, Mr. Murphy, Mr. Bell, and Ms. Sabestinas. The witness also attended an event for Rick Santorum to

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

56. The witness did not attend the event for Caterpillar or the Wear-Tek Tour. He recalled that the phone interview with Trova Hefferman did not happen.

57. On October 10, 2012, the witness prepared Representative McMorris Rodgers for a phone interview on a radio show. The Congresswoman called into the radio show from her home and there were no staff members with her at that time.

58. The witness did not attend the Roundtable with Employee Owned Businesses, the event with a World War II Veteran, or the Seniors Roundtable scheduled for that day.

59. He prepared Representative McMorris Rodgers for and attended the phone interview with the Union Bulletin. He described this as a campaign interview where the Congresswoman called in from her congressional office in Spokane. The Congresswoman and her opponent spoke to the editors of the Union Bulletin in an effort to gain the endorsement of the newspaper.

60. The witness stated that he attended the event listed as "Political – Homebuilders." He described it as event with discussions concerning Representative McMorris Rodgers campaign. Mr. Murphy and Mr. Leland attended. The witness did not attend the tour of the Renal Center, the meeting with the school Superintendent, or the dinner with campaign donors.

61. On October 11, 2012, the witness attended the editorial board meeting with the Spokesman newspaper. He also attended the debate preparation session that day. He did not attend the lunch with Larry Larison.

62. On October 12, 2012, the witness attended the debate preparation session. He did not attend the meeting with district office staff and he is not certain that the meeting actually occurred.

63. The witness was shown an Acknowledgment of Receipt of Employee Handbook for the Office of Congresswoman Cathy McMorris Rodgers and Employee Leave Request Forms bearing the name of the witness (CMROCE-0032-0040). The witness stated that he had no reason to believe that the signature on the documents were not his. He told the OCE that he discussed the forms with Mr. Deutsch because he approved the requests. He did not discuss the forms with Representative McMorris Rodgers.

64. When asked why he had not submitted any forms for his trips to the district where he engaged in campaign activity, the witness stated that it was "sold" to him that the trips were part of his government duties and there was no need to take leave.

65. He did not want to use vacation days for campaign work because he wanted to use those days for vacation.

66. He said that it was up to the Mr. Deutsch to enforce rules so he did not take time off at his own initiative. He stated that most employees would not use vacation days for campaign activity unless coerced to do it. He never completed vacation forms for campaign work.

67. The witness assisted Representative McMorris Rodgers with preparation for her campaign debates. He researched and drafted questions and answers prior to the debate preparation. The debate preparation sessions consisted of staff asking Representative McMorris Rodgers questions and evaluating her responses. Staff, including Mr. Deutsch, played the role of her debate opponent during the preparation sessions.

68. In 2010, the witness compiled a fifty page debate preparation package with examples of debate questions and answers for Representative McMorris Rodgers. Ms. Litman drafted a briefing on her debate opponent. Mr. Murphy and legislative staff provided background on local issues.

69. The witness stated that he attended four debate preparation sessions in 2012. He attended a session on Friday, October 5, 2012 that was held in Representative McMorris Rodgers' congressional office in Washington, DC. He told the OCE that the following individuals also attended: Mr. Deutsch, Mr. Murphy, Ms. Litman, Brett O'Donnell, and Representative McMorris Rodgers.

70. He attended a debate preparation session on Monday, October 8, 2012, that was held in an office building in Spokane, Washington. Mr. Deutsch, Mr. Murphy, Ms. Sugasa, Mr. Bell, Mr. Shore, and Representative McMorris Rodgers attended.

71. He attended a debate preparation session on Tuesday, October 9, 2012, that was held in Representative McMorris Rodgers' congressional office in Spokane, Washington. Mr. Deutsch, Mr. Murphy, Mr. Bell, and Representative McMorris Rodgers attended.

72. Another debate preparation session was held on Friday October 12, 2012, but the witness did not attend. He stated that Mr. Murphy, Mr. Bell, Mr. Deutsch, Mr. Shore, and Representative McMorris Rodgers attended. The witness was late and missed this preparation session, but he attended the debate that happened that day.

73. He told the OCE that a debate preparation session was scheduled for Sunday, October 7, 2012, but it did not occur.

74. When asked whether he volunteered to assist with the campaign debate preparation, the witness said no. He stated that he felt compelled to participate.

75. The witness said that he felt compelled to do campaign work because in August 2010, Mr. Deutsch bragged to him and Kim Betz that he had pushed out several staffers who he considered not loyal to him and not team players.

76. The witness believed that if he did not do what Mr. Deutsch wanted him to do he would find himself unemployed. Mr. Deutsch gave the example of Chrissy Poe that happened in July 2009. He had told staffers that they should do what they were told or they would end up like Chrissy Po. The witness said that he does not know exactly why Ms. Poe was terminated.

77. The witness told the OCE that he does not recall ever telling Mr. Deutsch "no" in response to a request to do campaign work. The witness felt as though his job was safe because he was doing everything that Mr. Deutsch wanted him to do.

78. The witness "pushed back" in October 2012. He sent an email to Mr. Deutsch stating that it was not a good idea to have a member of the congressional staff attend the meeting with Representative McMorris Rodgers and the editorial board of the Spokane newspaper. The witness followed up with Mr. Deutsch in person and asked if he received the email. Mr. Deutsch told the witness that he received the email and said "we're fine."

79. In late 2012, the witness had a performance review that included campaign matters. Eight days later and he was told that his services were no longer needed. The witness stated that these actions support his perception that campaign activity had to be performed.

80. When asked about Representative McMorris Rodgers' knowledge about the campaign activity of congressional staff, the witness stated that she knew everything that was going on with the campaign and congressional office being blended. The witness did not think that she "spearheaded" this activity but she was aware of what Mr. Deutsch was doing and he was acting consistent with her desires.

81. The witness stated that Representative McMorris Rodgers did not take any action when he told her that Mr. Deutsch was pushing him out based on campaign activity. The witness believes that her not responding was her allowing Mr. Deutsch to be the enforcer of that "philosophy."

82. The witness met Mr. O'Donnell in March or April 2012, after Mr. Deutsch asked the witness to find a coach to assist Representative McMorris Rodgers with public speaking.

83. The issue of hiring a coach had first been raised as an issue a year prior to April 2012. Representative McMorris Rodgers raised the issue again around March 2012.

84. Representative McMorris Rodgers' campaign committee paid Mr. O'Donnell. The witness stated that Representative McMorris' idea was probably to use Mr. O'Donnell to help both her congressional office and her campaign.

85. Mr. O'Donnell was hired to assist Representative McMorris Rodgers with the 2012 campaign debates and with public speaking in general.

86. Monthly meetings were held from April 2012 to November 2012 where Mr. O'Donnell reviewed tapes of the Congresswoman's interviews and speeches and provided critiques and tips.

87. The meetings were held in Representative McMorris Rogers' congressional office in Washington, DC. The attendees varied, but included Representative McMorris Rodgers, Mr. O'Donnell, Ms. Litman, Mr. Deutsch, Mr. Murphy, and Karen Summar. Ms. Summar was a legislative fellow.

88. Following the general election in November 2012, Mr. O'Donnell had a role with Representative McMorris Rodgers' leadership race for conference chair. He was involved in generating media attention with pundits and journalists.

89. From December 3 to December 20, Mr. O'Donnell became the *de facto* press secretary for the Congresswoman. He was in the congressional office almost daily. The witness recalled that on December 3, 2012, there was a two-hour meeting with Representative McMorris Rodgers, Mr. O'Donnell, Ms. Litman, and the witness concerning media strategy. The meeting was about an appearance on Fox News and covering messaging and general tips on improving the Congresswoman's communication skills.

90. The witness told the OCE that Mr. O'Donnell also staffed the Congresswoman during interviews. Ms. Litman also attended a few of these interviews.

91. The witness saw Mr. O'Donnell, Ms. Litman, and Representative McMorris Rodgers on their way to media interviews. He also saw Mr. O'Donnell discussing media preparation matters with Ms. Litman.

92. The witness did not attend media preparation meetings during this time in December because his employment was ending. Mr. O'Donnell began doing more media work and was added to the email recipient list for media. When asked whether Mr. O'Donnell was given any congressional office space, the witness said no.

93. Mr. O'Donnell led meetings to prep Representative McMorris Rodgers for interviews. He also directed Ms. Litman on content of written material and made sure that she included certain messaging points. The witness never saw Mr. O'Donnell write any press materials.

94. The witness said that media interview requests were still sent to him at the time and he had Ms. Litman handle the requests.

95. In late December 2012, the communications director for the Republican Conference was hired. Ms. Litman became the press secretary for the conference in late January 2013. In May 2013, Representative McMorris Rodgers' office hired a press secretary.

96. The witness was shown an email from Mr. Shore to Mr. Deutsch, dated December 9, 2012 (CMROCE-0355). The witness was asked whether his memory was refreshed by the statement "Todd-he should not come in . . . ." He stated that he was told on December 10, 2012, that he could have six weeks of pay to look for a new job. He said that he came in the office every day except for vacation days. He was told on January 11, 2013 that it was his last day of employment with the office.

97. He stated that Representative McMorris Rodgers race for Republican Leadership Chair became a "main thing" in September 2012. When he was hired, the leadership race was not discussed as his duties. He was first told that he would help with the leadership race when he was promoted to Senior Advisor in early May 2012. He saw working on the leadership race as part of his official duties.

98. His role in the leadership race was to work with Mr. Deutsch to create talking points for Representative McMorris Rodgers to use when she spoke with other Members of Congress. He was also involved in encouraging reporters to write about the Congresswoman in an effort to increase her national profile.

99. In late September 2012, the witness fielded media questions concerning Representative McMorris Rodgers' leadership race. He also created press releases concerning her race. Mr. Bell and Ms. Litman had roles with the leadership race.

100. The witness said that the leadership race did not really begin until the day after the general election. Mr. Shore, Ms. Sugasa, and Mr. O'Donnell were all brought in to help with the race at that point. Ms. Sugasa began around November 7, 2012 and Mr. Shore arrive around November 12, 2012.

101. The witness worked with Ms. Sugasa and Mr. Shore on the conference race. Mr. Deutsch asked the witness to review draft speeches for the race. Mr. Deutsch wanted Mr. Shore to review all press releases on the leadership race beginning on November 12.

102. When asked about his role with the packet that was created for the leadership race, the witness stated that he reviewed and edited the mailing that Mr. Shore drafted. The witness and Ms. Litman both reviewed and edited the packet at the request of Mr. Bell. The witness recalled that there were multiple rounds of edits. He spent approximately

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

103. When asked about his role with the video that was created for the leadership race, the witness said that Mr. Bell emailed him and Ms. Litman, requesting that they look for media clips to include in the mailing. The witness said that the project required two hours each of his time and Ms. Litman's time. Later, Mr. Bell emailed a draft of the video to the witness who provided minor feedback.

104. The witness did not have any discussions with Representative McMorris Rodgers or Mr. Deutsch about the packet or video for her leadership race.

105. The witness was shown an email from Ms. Sabestinas to him, dated March 16, 2011 (TW_0202). He told the OCE that the Lincoln Day events were three difference events. Usually the same speech was used for each event with some revisions. The witness never attended any Lincoln Day events.

106. The witness was shown an email from him to Mr. Deutsch, dated June 18, 2012 (TW_0382). He said that the press briefing referenced in the email was a weekly meeting held with Representative McMorris Rodgers, Ms. Litman, and the witness to discuss press issues. These meeting began in 2011. He recalled that during a few of these press briefing campaign matters were discussed, but that was very rare. He recalled that Representative McMorris Rodgers wanted to find people to submit letters to editors supporting Representative McMorris Rodgers' official work. It was not campaign related. He said that the campaign was not on the radar at this time in June 2012.

107. The witness was shown an email from him to Ms. Litman, dated August 8, 2012 (TW_0733). He said that he referenced Ms. Litman's personal account in the email because the recipients of the clips included official staff, campaign staff, and others. He said using official email accounts would have violated ethics rules and would have been "bad optics".

108. Ms. Litman compiled clips list daily and emailed from her government computer. The witness did not have a conversation with Ms. Litman concerning the use of office resources or time. He said the attitude in the office was see no evil, hear no evil.

109. When asked whether he was directing Ms. Litman to use official resources for campaign activity, the witness said that he was "executing the vision" of Mr. Deutsch that the recipients were to see the clips.

110. The witness was shown an email from him to Ms. Litman, dated October 24, 2012 (RLOCE-0086). When asked about the email's reference to "free time", the witness said

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

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

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

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

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 8

CONFIDENTIAL

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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

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

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

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. He signed a written acknowledgement of the warning, which will be placed in the case file in this review.

2. The witness is the Director of Member Services for the House Republican Conference. He has served in this position since approximately June 2013. Prior to serving as Director of Member Services, he was Senior Advisor for the Conference from December 2012 to June 2013. He is not currently employed with any additional entities or House offices.

3. He was first employed with Representative Cathy McMorris Rodgers beginning in September 2008 as a Staff Assistant in the office for approximately six months. He then became a Field Representative. He served in this capacity for approximately six months and then became a Legislative Fellow around April 2009.

4. He left the House during the summer of 2009 to work as a summer associate and then returned to the office as a Legislative Fellow until May 2010. In June 2010, he became Legislative Counsel for the office and stayed with the office until October 2011.

5. In October 2011, he became the Legislative Director for Representative Todd Young. In May 2012, he returned to Representative McMorris Rodgers' staff as Deputy Chief of Staff through December 2012.

6. As Legislative Counsel in 2010, the witness was responsible for a portfolio of legislative issues, including energy, agriculture, budget, and military issues. He reported to the Legislative Director, Kim Betz. He told the OCE that as Legislative Counsel, he traveled to the district "occasionally" to meet with farmers to discuss the farm bill.

7. As Deputy Chief of Staff in 2012, the witness was responsible for overseeing the "legislative shop" and also had a small portfolio of issues, including energy and agriculture. He also assisted with office scheduling and staffing assignments. He reported to Representative McMorris Rodgers and Jeremy Deutsch. The following staffers reported to the witness: Melanie Steele, Karen Sumer, Kyle Kunkler, and a military fellow from the Department of Defense.

8. He told the OCE that he traveled to the district as Deputy Chief of Staff to meet with constituents and assist with logistics.

9. When asked whether he was ever paid by Representative McMorris Rodgers' campaign, the witness initially said "no." A few moments later, he stated that he recalled that he may have been off the congressional office payroll and paid by the campaign during the summer of 2010 when he was living in Washington state. He told the OCE that he only did a small amount of work for the campaign that summer because he was studying for the bar exam. His duties were to make sure that people were in the campaign office in the district, which is where he lived at the time. When he worked for the campaign he probably reported to Mr. Deutsch. He stated that he did not remember the Campaign Manager's name.

10. When asked whether the witness did campaign work while he was employed by Representative McMorris Rodgers' congressional office, he stated that he did campaign work in his free time outside of working hours. He stated that he, for example, attended campaign receptions in a volunteer capacity, and there may have been a couple of instances in which he reviewed a campaign document, such as policy items or a newspaper insert, in his free time.

11. When asked about other persons who staffed the campaign, he stated that he recalled Jessica DeWitt served as a "campaign coordinator" and he recalled Ian Field, Dawn Sugasa, and Stan Shore working on the campaign.

12. The witness stated that the congressional office policy for staff doing campaign work was that campaign work could be done during free time. He defined free time as when "you're not at work" or you are at lunch or going out for a walk. He said that campaign work had to be done outside of the office. The witness stated that nobody ever felt coerced to work on the campaign.

13. The witness was shown a Campaign Work Authorization form bearing his name, dated October 12, 2010 (CMROCE-0008). He told the OCE that the form was for his request to work for a United States Senate campaign. He said that the form was necessary whenever someone wanted to have official duties for a campaign, but that it was not required if a staffer wanted to volunteer for a campaign and do general volunteer activity.

14. He told the OCE that he was familiar with the Pink Flamingo event. He said that the event was held every August. He initially stated that he did not attend the event in 2012. When the OCE asked him to describe the most recent Pink Flamingo event that he attended, he then recalled that he attended the event in 2012.

15. The witness stated the he attended the Pink Flamingo event in 2012 because he was in the district staffing Representative McMorris Rodgers at the time and he recalled one of Mitt Romney's sons attending the event. He said that he was not asked to attend. When asked about his duties for the event, he said he "just hung out." The witness said he did not know whether he attended the event in 2011 or 2010, but that he "maybe" attended in 2011.

16. The witness was shown an email to him from Dawn Sugasa regarding "Pink Flamingo Thoughts," dated August 6, 2012 (SMOCE-0068-0069). When asked about the significance of the email, the witness said he was not personally involved in planning the event. The witness said that Richard Leland usually wanted to be involved in the campaign and Mr. Leland was frustrated that his recommendations were not being followed.

17. The witness was shown an email from Louise Fendrich to him attaching "Oct8Schedule.doc," dated October 9, 2012 (SMOCE-0340-0342). The witness was asked to review the schedule attached to the email and state whether he attended the listed events.

18. He told the OCE that he did not attend the event listed for October 9 as "Introduce Santorum/Event," which was held at a hotel in Spokane, because he had no interest in attending the event. He believes that Ryan Rodin attended, and it was a "pro-life type event." The witness said he attended the events at Caterpillar and Wear-Tek. He described these events as tours of company sites that Representative McMorris Rodgers wanted to attend.

19. He did not recall attending the phone call with John Carlson on October 10 and he believes that it did not happen. He does not recall attending the Roundtable with Employee Owned Business. He did not attend the events with the wife of a wounded warrior and the World War II veteran. He attended the Senior Roundtable.

20. He did not recall attending the phone interview with the Union Bulletin. He does not believe that he toured the Spokane Renal Center.

21. The witness initially stated that he is not sure if he attended the event listed as "Political – Homebuilders." The OCE asked him if he recalled attending a meeting where the Homebuilders presented Representative McMorris Rodgers with a campaign contribution. The witness recalled that he attended a meeting with the Homebuilders in 2012 at their office near Spokane and Representative McMorris Rodgers was presented with something but he did not know what it was.

22. He said that he did not attend the dinner with Rod and Gig Schneidmiller.

23. The witness initially stated that he did not know if he attended the event listed for October 11 as "Editorial Board – Spokesman." He then said that he recalled going to a room with a video camera at the Spokesman newspaper in 2012 with Mr. Winer and Representative McMorris Rodgers. Representative McMorris Rodgers was asked her position on various pieces of legislation. He told the OCE that he did not know the purpose of the video. When asked whether he knew that the video was used to compare Representative McMorris Rodgers with her campaign opponent, the witness said "no." From the witness' perspective, the purpose of the event was "reporting" and the witness's role in the event was not campaign related.

24. The witness initially stated that he may have attended the "Debate Prep" on October 11. He then said that he "probably" did. He said that the debate preparation session was held at the Congresswoman's home or at a bank building next to the Davenport Hotel. He said that he believed that Dawn Sugasa and Stan Shore were at the debate preparation session. The witness stated that his role in debate preparation was to be there in case policy questions came up, and that he asked to attend because he liked to help out the campaign in his free time.

25. The witness stated that he attended the debate on October 12. When asked about his role he said that he was a spectator.

26. When asked whether he attended any other campaign events for other candidates with Representative McMorris Rodgers in October 2012, the witness said "no."

27. He said that the personal office paid for his travel in October 2012.

28. The witness attended the Republican National Convention in August 2012 with Representative McMorris Rodgers. When asked why he attended, he said that he was responsible for the calendar and responsible for managing the demands on Representative McMorris Rodgers' time. He said that he attended the Convention for two or three days

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

29. The witness said that he took two weeks of vacation in August 2012, which covered his wedding and the time that he was in Tampa for the Convention.

30. He stated that he assisted Representative McMorris Rodgers with preparing for debates in 2012. He told the OCE that he was responsible for preparing her for policy questions. Mr. Deutsch and Mr. Winer also attended the debate preparation. The witness was not certain whether Ms. Litman attended. When asked about the number of debate preparation sessions, he said that the sessions were a mix between official work and debate preparation, and stated that there were no "mock debates."

31. He stated that Ms. Sugasa or Stan Shore was the lead person in the preparation sessions. When asked how many sessions the witness attended, he said that he probably attended each of them.

32. He recalled attending a debate preparation session in the Rayburn House Office Building. He said that the meeting was to discuss policies, and it was more of a staff meeting than a debate preparation session. He stated that they did not hold a mock debate.

33. The witness initially told the OCE that he attended a debate preparation session held in Representative McMorris Rodgers' office in the district. He then said that he went to the office and a meeting "morphed" into a debate preparation session. He said that there were never any debate preparation sessions held in the congressional office in Spokane, but rather likely at Representative McMorris Rodgers' home.

34. The witness was shown a document titled "Debate Agenda" (SMOCE-0133) and asked whether the debate session in the office had been planned in advance. The witness told the OCE that the Debate Agenda appeared "fabricated" because there were no mock debate sessions. He said the debate sessions did not involve anyone portraying the role of the opponent for a mock debate.

35. When the OCE told the witness that the document was part of his production of documents to the OCE, the witness stated that he did not recognize the document, but that he imagined that the debate preparation outlined in the schedule happened but he was not sure where it occurred.

36. When asked why he attended the debate preparation session, the witness initially told the OCE that he asked to attend the sessions. He then said that the campaign team may have asked him to attend. He said the campaign team was comprised of Ian Field, Ms. Sugasa, and Mr. Shore.

37. He told the OCE that Ms. DeWitt was part of the campaign team. When asked Ms. DeWitt's title with the campaign, the witness said he was uncertain. He said that she may have been the campaign coordinator or maybe the campaign manager. He said that she was responsible for scheduling.

38. The witness said that he did not have any conversations with Representative McMorris Rodgers about his attendance at the debate preparation sessions.

39. The witness stated that he was not involved in debate preparation sessions in 2010.

40. When asked about the work Mr. Winer did for the campaign, the witness said that Mr. Winer reviewed statements and speeches, but he was not part of the campaign.

41. The witness was shown a calendar of his travel for October 2012 (SMOCE-071-072) indicating that he traveled to the district during this period. He said that he perhaps attended campaign events during his time in the district, such as a reception in the evening. He stated that while in the district he worked normal work hours for the congressional office, which he described as 8:00 a.m. to 10:00 p.m. He said that he was in the district for approximately fourteen days in total in October 2012. When asked who paid for his travel, he stated that it was the congressional office.

42. The witness said that around October 2012, Mr. Winer began to have mood swings. He said that Mr. Winer began to become unreliable and his work was bad. Members of the staff were concerned about Mr. Winer's "odd" behavior and even feared for their physical safety. Specifically, Ms. Litman and Mr. Deutsch said that Mr. Winer was acting strange and they were concerned for their safety. Mr. Winer never did anything to the witness personally to make him concerned about his physical safety, but he heard that Mr. Winer hay have said strange things to Mr. Deutsch, such as "be careful out there" or similar statements. The witness also stated he believes Mr. Winer had posted "strange" comments on Facebook regarding the Aurora, Colorado shooting.

43. The witness was involved in Representative McMorris Rodgers' race for Conference Chair in 2012. When asked about his responsibilities for the race, he said that he was responsible for various meetings, including meetings with Members and logistics.

44. When asked whether he was also involved in a packet and video that were created for the race, he said that he was responsible for distributing the packet. Mr. Shore sent him the file for the packet and the witness emailed the packet to FedEx Kinkos for printing. The witness stated that he believes that Mr. Shore was the person ultimately responsible for the packet.

45. The witness said that he did not recall being aware of a video being produced for the race at the time, but has since learned that a video was made.

46. The witness said that Brett O'Donnell is a speech coach and media consultant who was hired to improve Representative McMorris Rodgers' speeches and to help her answer questions. Mr. O'Donnell also assists with television appearances and interviews. The witness stated that he believes Mr. O'Donnell was working for the congresswoman, but he was not aware of his exact title or how he was being paid. The witness stated that Mr. O'Donnell did not have a desk in the congressional office and did not have a cell phone issued by congress.

47. The witness attended preparation sessions for television appearances with Mr. O'Donnell and Representative McMorris Rodgers in December 2012. He said that Mr. Deutsch and Ms. Litman as well as other congressional staffers were in attendance at these preparation sessions.

48. The witness said that the preparation sessions "most likely" occurred in Representative McMorris Rodgers' personal office, or alternatively, in the car on the way to an appearance. When asked whether the television appearances were campaign related, he said that he considered the appearances to be related to the congressional office, and that he felt that his role in the sessions was assisting the office and not the campaign.

49. The witness was asked whether he has worked with Mr. Shore in the Republican Conference. He said that he knew Mr. Shore as a Senior Advisor for the Republican Conference and he was responsible for "quality control," helping with the transition, and setting up the office. He also said that Mr. Shore was a communications consultant who reviews statements. Mr. Shore and the witness worked in the same office and interacted daily in January 2013 or December 2012 forward.

50. When asked when the most recent time that he worked with Mr. Shore occurred, the witness initially said during the spring. He was then asked whether he worked with Mr. Shore when he was in the Republican Conference office last week. The witness said that Mr. Shore came by and they spoke about death benefits for veterans, prompting the witness to email some information related to that subject to Mr. Shore. When asked about Mr. Shore's current role with the Republican Conference, the witness said that he does not think that Mr. Shore has a role, perhaps because they are through with the transition now. He stated that Mr. Shore does not provide him with any advice.

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

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 9

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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

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

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

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

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

8. The witness told the OCE that the discussions were about the services that he was expected to provide to the Congresswoman, which included assessing her communications skills, preparing her for media appearances, "helping the communications shop," raising her profile, and introducing her to various reporters. The witness stated that campaign activity was not discussed during the meetings about the scope of the job.

9. When asked what he meant by "helping the communications shop," the witness stated that he meant that he would assist Todd Winer and Riva Litman with their communications duties.

10. In April 2012, the witness began working as a consultant for Representative McMorris.

11. The witness stated that he was providing services to Representative McMorris Rodgers across a variety of platforms, but specifically in her capacity as a Member of Congress and as a part of the Republican leadership. He was not providing services to her campaign committee or to her in her capacity as a candidate for office.

12. When asked who paid him for his services, the witness said CMR PAC paid him. He said that he was told by Mr. Deutsch that CMR PAC would pay him. The witness said that being paid by Representative McMorris Rodgers' campaign committee was never presented as an option, and that Representative McMorris Rodgers was not involved in any discussions with him regarding the entity from which he was to be paid. He also said that there were no discussions about Representative McMorris Rodgers' personal office paying him.

13. The witness said that his other clients usually pay him from their personal congressional office or the person's campaign account. CMR PAC is the only leadership PAC that has ever paid him for his services.

14. The witness was shown a Consulting Agreement between CMR PAC and O'Donnell and Associates, Ltd., dated March 26, 2012 (BO_0006-0009). He said that this document is the agreement for services that he had with Representative McMorris Rodgers. He told the OCE that the following language in the Consulting Agreement under section 1 was a typographical error made when he "cut and pasted" language from a contract with another client: "the consulting services associated with debate preparation of a political candidate engaged in a Client for the United States Senate."

15. He said that he had no discussions about providing debate preparation services for Representative McMorris Rodgers until October 2012 when he was asked by either Mr. Deutsch or Mr. Winer to assist with debate preparation. The witness stated that this was the first instance in which he was asked to assist with campaign activities.

16. The witness told the OCE that he has never attended any events with Representative McMorris Rodgers in her congressional district.

17. The witness assisted Representative McMorris Rodgers with preparing for debates during her 2012 general election campaign. His debate preparation services included preparing an analysis of her opponent, developing a general debate strategy, advising her on how to answer questions in general, and having question and answer sessions of the types of questions she may receive during the debate.

18. He recalled that in October 2012 there were multiple debate preparation sessions with Representative McMorris Rodgers. He attended one debate preparation session in person. He recalled that there were multiple debate preparation sessions where he appeared by telephone.

19. When asked whether he attended a debate prep session on October 5, 2012, the witness stated that he is uncertain whether he attended that particular session. He stated that he does not recall specific dates of sessions that he attended. The witness was shown a debate preparation schedule that was attached to an email from Mr. Deutsch to the witness and others, dated October 5, 2012 (SMOCE-0133). He again stated that he was not certain which sessions actually occurred or which ones he attended, but he did recall attending several sessions by phone during that time period. He also stated that he was responsible for preparing the Congresswoman for debates.

20. The witness recalled attending a debate preparation session on a Sunday with Representative McMorris Rodgers in her congressional office in RHOB. He believes that October 7, 2012 was the date. He said that Mr. Deutsch and Mr. Winer attended. He is not certain whether Riva Litman attended.

21. He described the October 7, 2012 preparation session as primarily concerning the debate, but that the meeting also included a discussion of communications and scheduling matters for Representative McMorris Rodgers congressional office. He estimated that the meeting was 60% to 70% concerning debate preparation. The witness stated that the meeting did not include a "mock debate," but the witness recalls that Representative McMorris Rodgers rehearsed certain debate answers and the witness provided feedback on her responses. The other communications matters concerned media interviews for the official office and media preparation related to her duties as Congresswoman. The

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

22. When asked whether his debate preparation services were provided to Representative McMorris Rodgers' campaign, the witness stated that the debate preparation services that he provided were "obviously related to her campaign."

23. The witness was shown an email from Mr. Deutsch to the witness and others, dated October 11, 2012 (SMOCE-0417), stating "Stan and Brett we will send a call in number later let us know if you can join via phone." The witness told the OCE that he is not certain whether the debate prep session referenced in the email actually occurred or whether he actually attended via phone.

24. The witness described the services that he provided to Representative McMorris Rodgers prior to October 2012 as non-campaign related. He stated that his job prior to October 2012 was to assist the "communications shop". He defined the "communications shop" as Mr. Winer and Ms. Litman. He assisted them with interviews, framing certain issues, and other media issues related to Representative McMorris Rodgers role as Congresswoman.

25. He assisted Representative McMorris Rodgers with her race for Chair of the House Republican Conference. He said that in September or October of 2012, or perhaps a bit earlier, Mr. Deutsch asked him to assist with the race for Conference Chair. The witness told the OCE that the services he provided for the Conference Chair race became part of the work that he was already doing under his consulting agreement with Representative McMorris Rodgers. The witness said that the services for the Conference Chair race were not for her campaign committee.

26. The services he provided for the Conference Chair race included messaging, general strategy, and media consulting. Overall, he worked on improving her communication skills. He told the OCE that he was familiar with the packet and video that Representative McMorris Rodgers sent out for her Conference Chair race. He reviewed the packet, but was not involved in the developing of the video.

27. In December 2012, the witness assisted Representative McMorris Rodgers with her transition to Conference Chair. The services he provided included raising her public profile and improving her communications skills. The witness stated that Mr. Deutsch told him to assist with the transition to Conference Chair, so he did it.

28. He also assisted with interviewing candidates for the positions of Communications Director of the Republican Conference. He attended the interviews with Mr. Deutsch and Stan Shore. He recalled that Mildred Webber may have also attended the interviews.

29. He told the OCE that he was not responsible for any press releases for Representative McMorris Rodgers' congressional office. Ms. Litman drafted these releases in December 2012, and the witness stated that he may have reviewed press releases and may have written one or two.

30. During December 2012, Mr. Deutsch gave the witness assignments related to communications for Representative McMorris Rodgers, including scheduling media appearances.

31. The witness was also responsible for preparing Representative McMorris Rodgers for various interviews and television appearances in December 2012. The witness stated that he attended preparation sessions with the Congresswoman where he evaluated her prior interviews, general techniques, and discussed potential questions she may be asked.

32. The witness told the OCE that the preparation sessions were typically done via telephone or in Representative McMorris Rodgers' congressional office. The length of the preparation sessions could range from fifteen minutes to an hour.

33. The witness was shown two emails to him from Ms. Litman, dated December 4, 2012 (BO_0055, BO_0066). He told the OCE that he was in Washington, DC on December 4, 2012 and he believes he attended the preparation session for Representative McMorris Rodgers referenced in the emails, be he did not recall the meeting specifically.

34. The witness was shown an email to him from Ms. Litman, dated December 5, 2012 (BO_0072). He stated that he believes that he was not in town on December 5, 2012, and likely attended the preparation session referenced in the email via telephone, although he has no specific recollection of the session.

35. The witness was shown an email to him from Ms. Litman, dated December 11, 2012 (BO_0087). The witness stated that he is not certain whether the preparation session referenced in the email actually happened. The witness keeps records of the scheduled dates for preparation sessions, but he does not record whether the scheduled sessions actually occur.

36. The witness was shown an email to him from Amy Harris, dated December 11, 2012 (BO_0089-0092). He recalled attending Representative McMorris Rodgers press conference at the triangle at the Capitol on December 12, 2012. He also recalled preparing the Congresswoman for the press conference. He believes that he prepared her in a congressional office in the Cannon House Office Building or at the triangle.

37. The witness was shown and email to him from Amy Harris, dated December 13, 2013 (BO_0106). He believes that he attended the preparation session on December 14, 2012 with the Congresswoman that is referenced in the email.

38. He recalled that the media appearances in December 2012 typically concerned the issue of the "fiscal cliff."

39. He stated that the media preparation services in December 2012 were "certainly not" for Representative McMorris Rodgers' campaign committee because it was December and past the election. He was providing services to Representative McMorris Rodgers as a Member of Congress and as a leader of Congress, as she was "definitely" not doing the media appearances as a candidate for Congress.

40. The witness also stated that in December, 2012 he also continued to assist Representative McMorris Rodgers' "communications shop," interacting with Riva Litman and Nate Hodson regarding communications matters.

41. The witness initially billed his services for November and December 2012 to CMR PAC. He revised the invoice and billed Representative McMorris Rodgers' campaign committee at Mr. Deutsch's request and was ultimately paid by the campaign. Mr. Deutsch did not tell the witness why CMR PAC should not be billed, but the witness saw an email that indicated that CMR PAC did not have funds to pay the bill.

42. The witness sends invoices to clients at the beginning of each month for services that will be provided during the upcoming month. He told the OCE that his November invoice to Representative McMorris Rodgers' campaign committee was for the services he provided in November and also included travel expenses that he incurred in October 2012.

43. He told the OCE that he never had any conversations with Representative McMorris Rodgers concerning whether CMR PAC or her campaign committee would pay for his services.

44. In January 2013, the witness began providing general communications advice to the House Republican Conference in addition to providing communications advice to Representative McMorris Rodgers. He described the duties that he provided to Representative McMorris Rodgers in January 2013 as being the same as he had provided when he began working for her in April 2012.

45. The witness told the OCE that the payment arrangement is for the Republican Conference to pay for half of his fees and for CMR PAC to pay the other half. He does not do any work for Representative McMorris Rodgers' campaign committee.

46. The witness was shown a Consulting Agreement between O'Donnell and Associates and Representative McMorris Rodgers, dated January 1, 2013 (CMROCE-0345-348). He told the OCE that this Consulting Agreement is the current agreement under which he works. He said that the agreement was never amended to show the payment arrangement with the Republican Conference. He recalled that in January or February 2013 it was determined that his fee would be split between the Conference and CMR PAC.

47. When asked whether he was ever paid by Representative McMorris Rodgers personal congressional office, the witness initially said no. He was then shown a document titled "Brett Payment/Calendar" (CMROCE-0367). He then recalled that Representative McMorris Rodgers' personal office paid him from January 2013 to March 2013. He billed the personal office at Mr. Deutsch's request.

48. He stopped billing the personal office in March 2013 and began billing CMR PAC in May 2013 at Mr. Deutsch's request. The witness stated that Mr. Deutsch did not give a reason for the change in payment sources. The witness said that he was not aware of the change in payment sources being related to any press inquiries into the payment arrangement.

49. When asked why his fee increased to $6,400 in April 2013, the witness stated that he is paid a per hour fee for any additional communications consulting that he provides to the House Republican Conference beyond the standard monthly services. He said that all of the fees above $2,500 per month for the Republican Conference are the result of such additional communications consulting.

50. During his time working for the Republican Conference, the witness' interaction with Mr. Shore has been minimal. He recalled working with Mr. Shore in February 2013 because they collaborated on a speech for Representative McMorris Rodgers' appearance at the Conservative Political Action Conference.

51. When asked when he most recently communicated with Mr. Shore, the witness stated that Mr. Shore was in the Republican Conference office in October 2013. The witness was in the office to attend a meeting about media. He said that Mr. Shore did not attend the meeting. The witness does not know who employs Mr. Shore.

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

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 10

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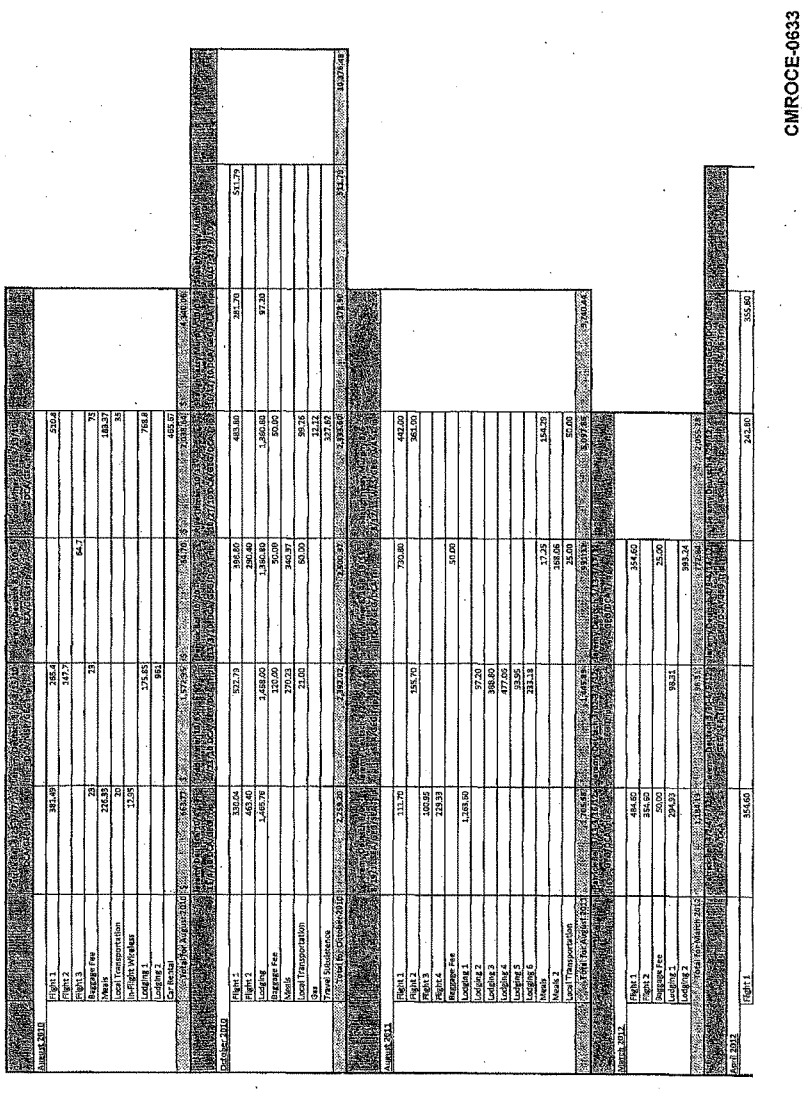

CMROCE-0633

	Flight 2	254.60	111.80			444.60		
	Flight 3			308.60				
	Flight 4			570.60				
	Flight 5				191.60			
	Baggage Fee	20.00		25.00		48.00		
	Baggage Fee 2					25.00		
	Meals	120.95				176.52		
	Local Transportation					81.00		
	Lodging		589.86			385.24		
	Lodging 2			589.86				
	Total for April 2012	750.15	701.66	1,494.06	374.40	1,515.96	4,836.23	
		[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
August 2012								
	Flight 1	191.80	169.80		790.20	588.60		
	Flight 2	565.60	588.60	588.60		431.60		
	Flight 3		565.60	565.60				
	Baggage Fees	45.00			50.00			
	Meals	92.95			31.00	167.97		
	Lodging	393.24			393.24	491.55		
	Local Transportation	125.00			20.96	25.00		
	Total for August 2012	1,413.59	1,324.00	1,154.20	1,285.40	1,704.72	6,881.91	
		[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
October 2012								
	Flight 1	570.60		334.60	670.20		501.20	
	Flight 2		385.60				670.20	
	Baggage Fee	50.00			40.00			
	Meals	195.74				140.44		
	Lodging	491.55	393.24		393.24		393.24	
	Lodging 2					294.93		
	Local Transportation	30.00			12.00	25.00		
	Total for October 2012	1,337.39	778.84	334.60	1,116.44	460.37	1,564.64	5,591.78
		[illegible]	[illegible]	[illegible]				
November 2012								
	Flight	270.60	441.20	541.20				
	Meals		141.31	63.05				
	Lodging 1	294.93	294.93	196.62				
	Lodging 2	834.70	117.17					
	Lodging 3		393.24					
	Local Transportation	5.00	24.00	46.00				
	Total for November 2012	$ 1,405.23	$ 1,411.85	$ 846.87	$ 3,663.95			

CONFIDENTIAL

Reagan, Amy

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

Riva Litman

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

Jeremy Deutsch

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

CMROCE-0663

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

Patrick Bell

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

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

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

E | [redacted]@mail.house.gov
O | 509.353[redacted]
C | [redacted]
W | www.mcmorrisrodgers.house.gov

CONFIDENTIAL

Bell April 2012

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: WA05/KCC MCMORRIS RODGERS, CATHY

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

Disbursed Detail

REDACTED

REDACTED

CMROCE-0666

Page 5 of 14

13-0906_0103

CONFIDENTIAL

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: WASHCC MCMORRIS RODGERS, CATHY

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

Disbursed Detail

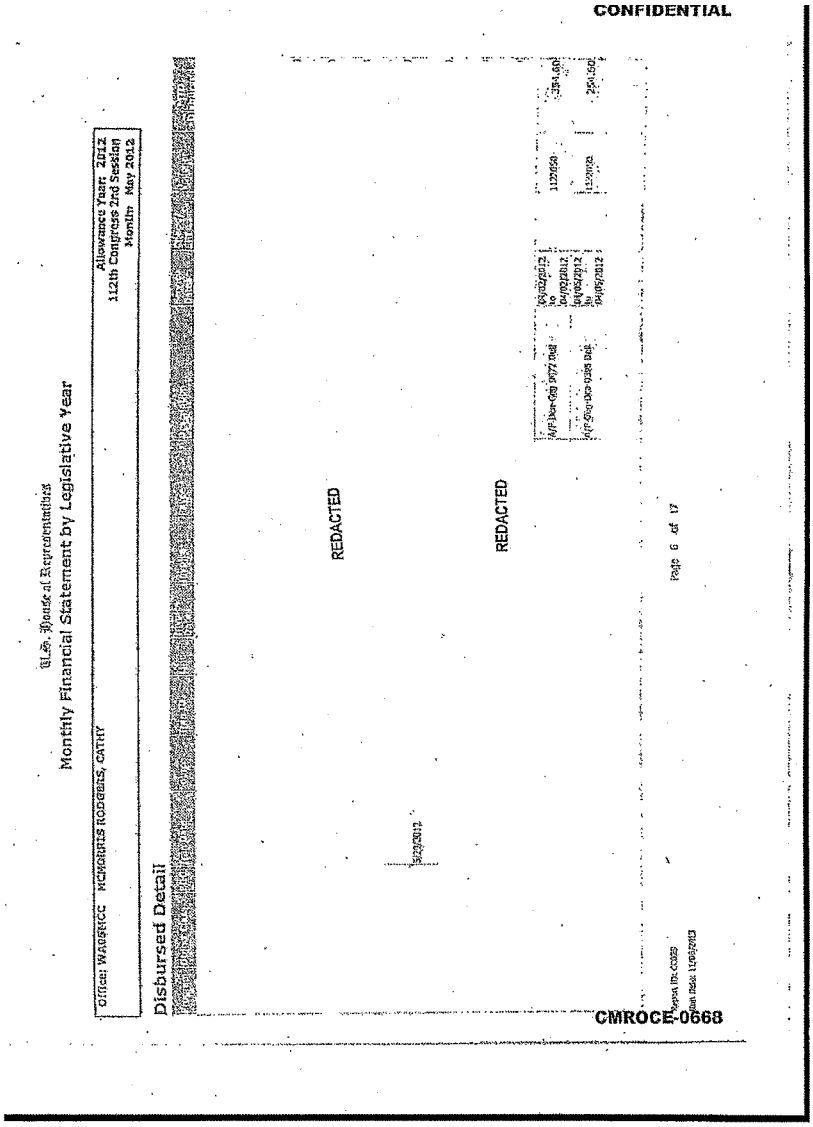
REDACTED

REDACTED

Page 5 of 14

CMROCE-0666

13-0906_0103



CONFIDENTIAL

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: WA05MCC MCMORRIS RODGERS, CATHY

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

Disbursed Detail

REDACTED

5/23/2012

REDACTED

A/P Doc-Seq 9972 Deli	04/02/2012 to 04/02/2012	1122050	354.60
A/P Doc-Seq 9395 Deli	04/05/2012 to 04/05/2012	1122032	254.60

Report ID: CC029
Run Date: 11/06/2013

Page 6 of 17

CMROCE-0668

13-0906_0105

CONFIDENTIAL

Jeremy Deutsch April 2012

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: WA08 MCMORRIS RODGERS, CATHY

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

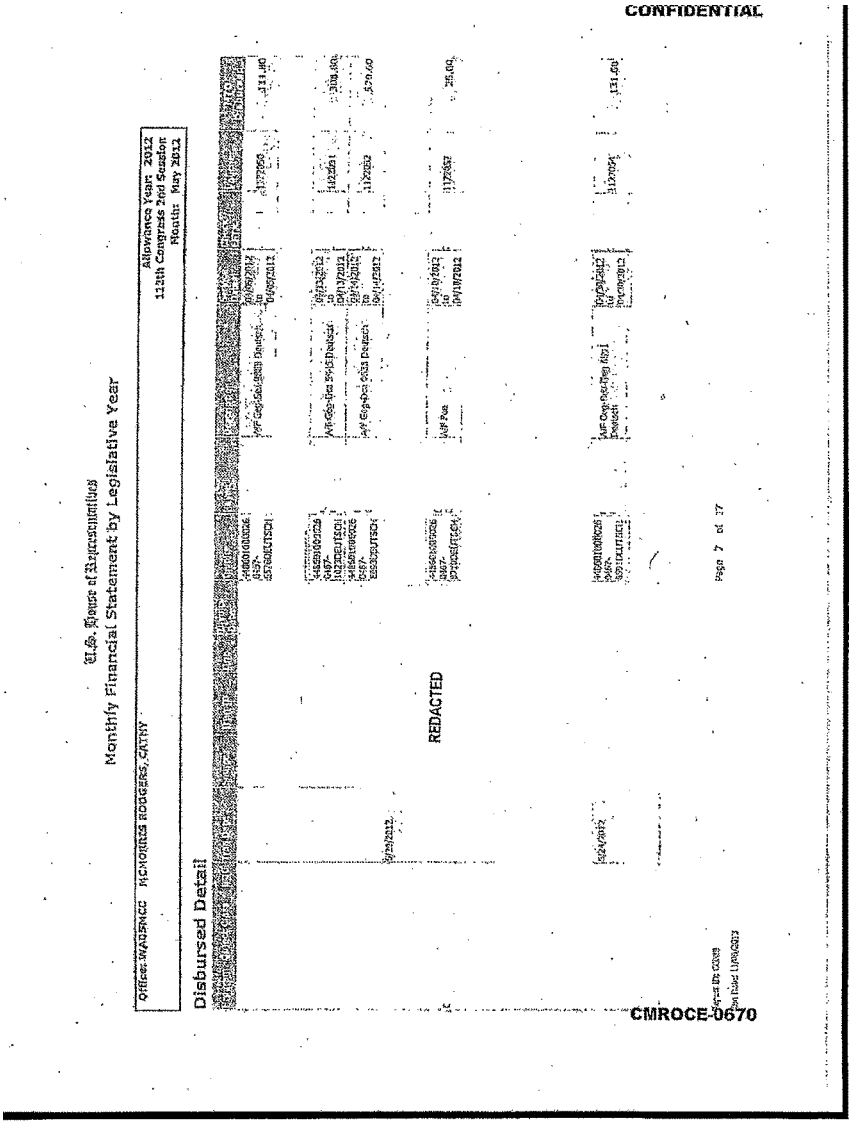
Disbursed Detail

REDACTED

CMROCE-0669

Page 6 of 17

13-0906_0106



CONFIDENTIAL

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: MARSHALL MCMORRIS RODGERS, CATHY

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

Disbursed Detail

REDACTED

Page 7 of 17

CMROCE-0670

13-0906_0107

CONFIDENTIAL

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: WASHINGTON MCMORRIS RODGERS, CATHY

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

Disbursed Detail

REDACTED

REDACTED

Page 11 of 17

CMROCE-0671

13-0906_0108

Riva Litman April 2012

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

Office: WA05MCC MCMORRIS RODGERS, CATHY

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

Disbursed Detail

REDACTED

9/30/2012	LITMAN, RIVA	W/F Fees	04/02/2012 to 04/06/2012	1122940	40.00

REDACTED

CMROCE-0672

CONFIDENTIAL

13-0906_0109

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: WA05MCC MCMORRIS RODGERS, CATHY

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

Disbursed Detail

			REDACTED				
	4/30/2012		LITMAN, RIVA	Meals	04/05/2012 04/02/2012 to 04/06/2012	1122040	176.52
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CONFIDENTIAL

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: WASHCC RICHMOND RODGERS, CATHY

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

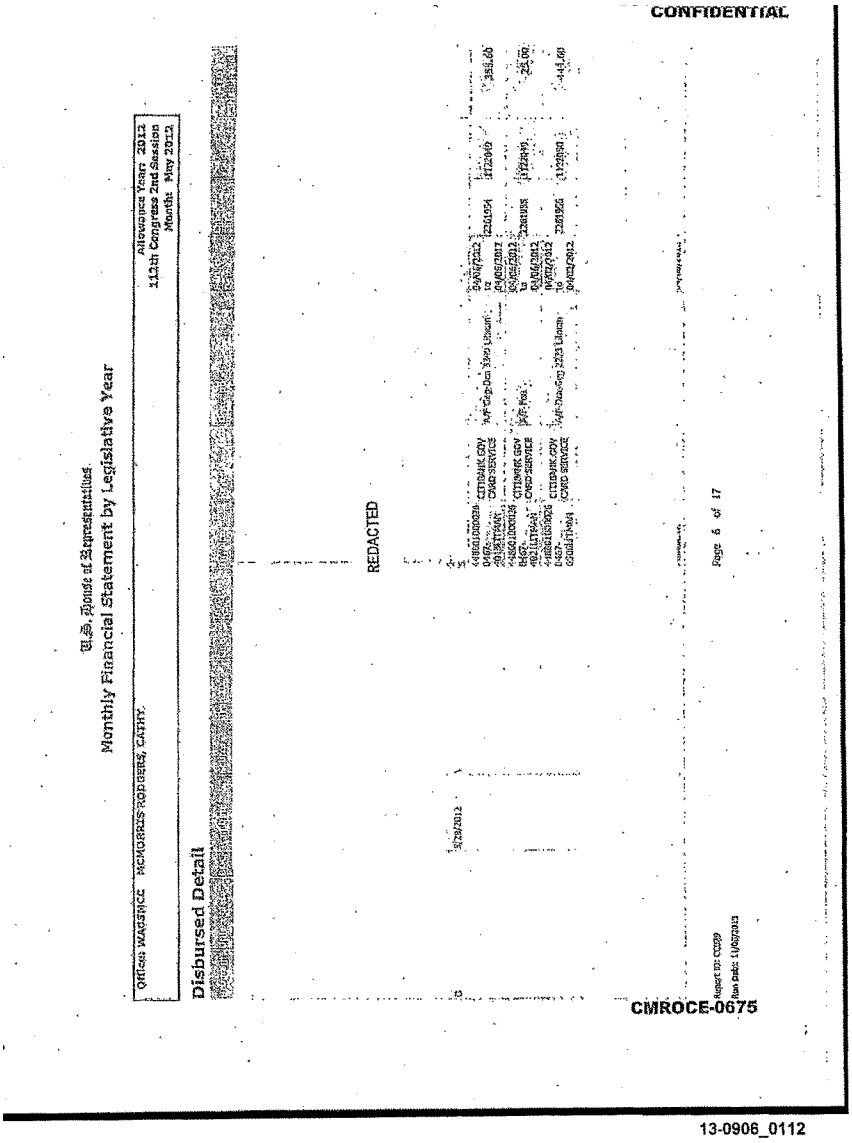
Disbursed Detail

REDACTED

Page 8 of 14

CMROCE-0674

13-0906_0111



CONFIDENTIAL

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: MAILSVCE MCMORRIS RODGERS, CATHY.

Allowance Year: 2013
112th Congress 2nd Session
Month: May 2013

Disbursed Detail

REDACTED

Report ID: CD29
Run Date: 11/6/2013

Page 6 of 17

CMROCE-0675

13-0906_0112

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

Office: WA05MCC MCMORRIS RODGERS, CATHY

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

Disbursed Detail

		REDACTED				
5/29/2012						
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		REDACTED				

CMROCE-0676

CONFIDENTIAL

13-0906_0113

EXHIBIT 11

for weekend binder

From: **Todd Winer** ([redacted]@hotmail.com)
Sent: Fri 10/05/12 1:22 PM
To: [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@mail.house.gov
Bcc: [redacted]@mail.house.gov; [redacted]@mail.house.gov; Riva Litman [redacted]@mail.house.gov)

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

Thanks!

COMMUNICATIONS READ-AHEAD

TO: CMR

FROM: Todd

MEDIA PLAN, WEEK OF OCTOBER 8, 2012:

WEDNESDAY, OCTOBER 10, 2012

Phone interview with Walla Walla Union Bulletin Editorial Board

TIME: 11:00-11:45 am

REPORTERS: Rick Eskil, Editorial Editor (others TBD)

POC: Rick Eskil, 509-525-[redacted]

TOPICS: Your re-election campaign

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

THURSDAY, OCTOBER 11, 2012

Sit-down interview with Spokane Spokesman-Review Editorial Board

TIME: 11:00 am-12:00 pm

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

POC: Bert Caldwell, (509) 459-[redacted]

TOPICS: Your re-election campaign

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

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

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

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

Top Domestic Issues:

1) Economy/Jobs

Main Points:

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

CMR Accomplishments:

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

Key Facts:

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

Press Releases:

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

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

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

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

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

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

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

4) Spending/Debt

Main Points:

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

CMR Accomplishments:

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

Key Facts:

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

Press Releases:

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

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

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

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

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

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

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

CMR Applauds Budget Agreement (4/9/11)

12) Agriculture/Farm Bill

Main Points:

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

Farm Bill:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

*Women's Material

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

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

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

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

*Health Care (80% of health care decisions)

*These are the issues women care about

*Romney is focused like a laser on these issues

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

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

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

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

*Class = Buffett Rule

*Age = Student Loan Controversy

*Values = Gay Marriage

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

Other Facts:

*There are 24 House Republican women
*4 of the 6 women Governors are Republican

Summary of War on Women:

- The Dems have waged several fronts in this "War on Women" campaign, but it's all a myth (there's never been a GOP effort to take away contraception, repeal VAMA or end "equal pay for equal work").

- On the "conscience clause" debate in particular, it was Dems who were changing the status quo; it was the GOP who was protecting established law with protects the right to conscience in employee health plans. That's why I've been saying the Dems are actually waging a "War on Reality."

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

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

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

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

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

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

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

KREM'S "IT'S YOUR TIME" VIDEO

Hi, I'm Cathy McMorris Rodgers.

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

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

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

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

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

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

During the past 8 years, I've fought for

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

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

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

8

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

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

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

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

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

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

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

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

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

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

I voted against the Wall Street bailout...

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

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

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

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

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

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

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

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

I voted to repeal ObamaCare and to defund it.

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

Some of them passed the Senate and became law.

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

We need change.

We need a break from the status quo.

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

A new commitment to common-sense solutions...

Getting back to basics...

Putting PEOPLE first, NOT the government...

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

That's why I humbly ask for your vote.

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

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

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

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

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

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

McMorris Rodgers should be returned to US Congress

The Spokane Republican represents her rural Eastern Washington district well.

By WALLA WALLA UNION-BULLETIN

Thursday, October 14, 2010

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

McMorris Rodgers has earned a fourth term in Congress.

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13-0906_0128



Bert Caldwell

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



Gary Crooks

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



Jonathan Brunt

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



Addy Hatch

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

Editorial: McMorris Rodgers capable of tough job

The Spokesman-Review, Oct. 12, 2010

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

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

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

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

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

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

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

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

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

Get more news and information at Spokesman.com

EXHIBIT 12

CONFIDENTIAL

Murphy, Shaughnessy

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

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

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

Hey Louise,

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

Thanks,

Shaughnessy Murphy
Office of Rep. Cathy McMorris Rodgers

sent from blackberry

SMOCE-0340

CONFIDENTIAL

TUESDAY, Oct 9	
10:00-10:30am	Pick up/Transport to KSPS
10:30-11am	Prep
11:00-12:00	Debate at KSPS
12:00-12:30	Transport
12:30-1:30	Introduce Santorum/Event (Shaughnessy, Dick)
1:30-2:00	Transport (Dick)
2:00-3:00	Caterpillar (Shaughnessy, Dick, Louise)
3-3:30	Transport (Dick)
3:30-4:30	Tour Wear-Tek (Shaughnessy, Dick, Louise)
4:30-5:00	Transport
5:00	Trova Heffernan (phone interview)
WEDNESDAY, Oct 10	
7:30am	Pickup/Transport to DO
7:30am	Phone in to John Carlson radio show – KVI in Seattle from DO
8-9am	Roundtable with Employee Owned Businesses
	Motion Auto (see invite report)
	Yoke's 921-2292 *Confirmed*
	Healthcare Resource Group 1-800-452-[redacted]
	Pacific Steel & Recycling 535-1673 *Confirmed*
	Storm Heating 325-4505 Confirmed
	Landau Associates
9-9:30am	Elizabeth Snell, wife of wounded warrior
9:30-10am	Bill Borus, WWII Veteran
10-11am	Rick Desimone – Seniors Roundtable & Retire Safe Award
11-11:45	Phone interview w/Union Bulletin

SMOCE-0341

13-0906_0133

CONFIDENTIAL

1-1:30	Transport
1:30-2:30	Tour Downtown Spokane Renal Center
2:30-3:00	Transport (Sheila)
3-4pm	Political - Homebuilders
4-4:30	Transport
4:30-5:00	Mtg w/Superintendent of Spokane Public Schools (Ryan)
5:30	Dinner Rod & Gigi Schneidmiller
THURSDAY, Oct 11	
10:30	Pick Up /Transport
11-12	Editorial Board – Spokesman (Todd)
11:30-1	Lunch w/Larry Larison (Dawn)
1-4	Debate Prep
FRIDAY, Oct 12	
6:30am	Pick up/Transport
7-9am	Debate
9-9:30	Transport
9:30-10:00	Mtg w/DO Staff
10:00-10:25	Transport to Airport
11:24am	Departure

SMOCE-0342

EXHIBIT 13

FW:

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

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

> From: [redacted]@mail.house.gov
> To: [redacted]@mail.house.gov; [redacted]@mail.house.gov
> CC: [redacted]@hotmail.com
> Date: Thu, 4 Oct 2012 14:18:08 -0400
> Subject: RE:
>
> We are confirmed. More details to come. Thanks.
>
> -----Original Message-----
> From: Murphy, Shaughnessy
> Sent: Thursday, October 04, 2012 1:06 PM
> To: Winer, Todd; Fendrich, Louise
> Subject:
>
> CMR would like to do the Spokesman Ed Board on Thursday next week.
>
> Todd - I believe you said 11-12 was an option.
>
> If so, let's do it then.
>
> Louise please put that on the calendar.
>
> Thanks!
>
> Shaughnessy Murphy
> Office of Rep. Cathy McMorris Rodgers
>
> sent from blackberry

EXHIBIT 14

CONFIDENTIAL

U.S. HOUSE OF REPRESENTATIVES

EMPLOYEE HANDBOOK

FOR THE OFFICE OF

CATHY MCMORRIS RODGERS

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

ACKNOWLEDGMENT OF RECEIPT OF

1

CMROCE-0237

13-0906_0138

EMPLOYEE HANDBOOK FOR THE OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS

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

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

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

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

_____ _____

(Date) (Signature of Employee)

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

PURPOSE OF THE HANDBOOK

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

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

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

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

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

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Appendices

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

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

I. POLICIES AND PROCEDURES

Management Rights

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

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

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

Statement of Equal Employment Opportunity Policy

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

Personnel Records

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

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

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

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

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

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

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

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

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

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

Nepotism

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

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

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

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

Payroll

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

Attendance Policy

I. **Basic Policy**

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

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

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

II. Job Abandonment

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

III. Office Hours

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

IV. Lunch Period

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

V. Snow Days and Other Contingencies

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

Time and Attendance Records

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

Employee Classification

Employees are classified into one of the following two categories:

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

2. Employees who are non-exempt from the overtime requirements of the Fair Labor Standards Act as incorporated by the Congressional Accountability Act: Those who are required to be compensated for all hours worked in excess of 40 hours per week.

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

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

Overtime for Non-Exempt Employees

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

Comp Time for Non-Exempt Hourly Employees

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

Discretionary Additional Time Off for Exempt Salary Employees

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

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

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

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

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

Conflicts of Interest/Ethics in Government Act

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

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

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

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

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

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

Outside Employment

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

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

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

Campaign Work and Political Activities

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

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

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

Domestic/Foreign Gifts and Travel

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

Reimbursement for Official Expenses

Non-Travel Related Expenses

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

Travel-Related Expenses

No prior approval is required for requests for mileage reimbursement.

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

Procedure

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

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

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

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

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

The Frank

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

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

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

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

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

Mass Mailings

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

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

The Office Drug and Alcohol Abuse Policy

I. Basic Policy

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

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

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

II. Non-Discrimination Policy

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

III. Voluntary Treatment and Counseling

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

IV. Fitness for Duty

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

V. Discipline for Violation of This Policy

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

Smoking Policy

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

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

Personal Use Policy

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

Recycling Policy

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

Use of Official Stationery

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

Safety and Security Policy

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

DC Office:

[redacted]

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

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

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

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

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

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

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

Spokane Office:

[redacted]

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

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

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

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

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

Additional information is contained in the Office Security Procedures Manual.

Walla Walla and Colville Offices:

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

Office Property

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

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

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

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

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

Emergencies

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

DC Office:

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

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

District Offices:

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

Computer Policy

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

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

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

Employees of the Office may not make unauthorized copies of any software licensed to the House or to the Office and remove it from the Office. Employees are also prohibited from using unlicensed software anywhere on the Office's computer system.

No software can be loaded onto any computer or the system without direct authorization from our designated contact person at Lockheed Martin at 202-378-[redacted] to ensure that only legal copies of software are running on the system and to protect the computer system from viruses.

Employees who access House computer systems remotely are responsible for maintaining the security and integrity of such systems. Passwords and other means of access must be safeguarded, and each employee is responsible for notifying the Staff Assistant for your District of any breach, or potential breach, of security or integrity of such systems.

Employees are prohibited from moving computers, printers, or other computer equipment of the Office without first contacting and obtaining the approval of our designated contact person at Lockheed Martin at 202-378-[redacted]

Employees are responsible for compliance with all regulations of the Committee on House Administration.

Electronic Mail Policy

Electronic Mail ("e-mail") is provided as a communications tool to all employees of the Office and should be used with the same rules of professional behavior that apply to the telephone. E-Mail may not be used to commit an unlawful act, to harass or annoy another employee, for personal communication, or to advertise or promote outside business or other non-office related activities.

Employees should not read the e-mail of others. Occasionally, an employee may be assigned to review the e-mail messages of another employee for legitimate purposes. However, an employee must have prior approval from the Office Manager prior to reviewing the e-mail files of another employee.

It is possible that other employees or third-parties may inadvertently view your e-mail messages. Because there is no guarantee of absolute privacy with e-mail, it is imperative that all employees use good judgment when using the e-mail system.

Management expressly reserves the right to review the e-mail files of any employee, with or without notice, for any reason within its discretion, including but not limited to investigating wrongdoing or security breaches, monitoring compliance, or obtaining work product.

Internet Use Policy

Internet access is a privilege and not a right of employment. Incidental personal use of Office resources to access the Internet is permissible only to the extent that such use is negligible in nature, frequency, time consumed, and otherwise conforms with the regulations of the Committee on House Administration and the Code of Official Conduct (House Rule XXIII). Employees should harbor no expectation of privacy with the use of their computers, including the Internet websites they access, browse or download.

The following guidelines are intended to provide some direction in the use of the Internet. This list is not exhaustive and employees should request guidance from the Office Manager if there is any doubt as to whether a particular use of the Internet violates the policy of the Office.

- Employees are strictly prohibited from using Office equipment for any form of communication or use of the Internet that would discriminate against or harass individuals based on such individuals' race, color, religion, sex, age, military status, disability, or national origin.
- Use of the internet shall be in a manner that represents the Office and/or the House of Representatives creditably;
- Use shall not be for personal profit or gain;
- Use shall not be in a manner to, intentionally or otherwise, cause damage, disruption, or malfunction of Office or House systems or networks;

- Use shall not be to intentionally access or attempt to access information on Office or House systems in an unauthorized manner;
- Use shall not be inconsistent with the mission of the Office; and
- Use shall be in a manner consistent with all applicable laws, rules and regulations.

Employees should always err on the side of caution when accessing websites that are not related to their official job duties. Employees who violate this policy may be disciplined, up to and including termination.

Media Relations, Questionnaires, and Written Inquiries

Only the Congresswoman and the Communications Director are authorized to communicate with members of the press, and to answer questionnaires and other written inquiries from third parties, without direct, prior permission from the Congresswoman, or the Communications Director. Staff members receiving requests or contacts from the media, or other non-governmental personnel regarding any issue related to their employment should report them to the Communications Director immediately.

Open Door Policy

The Office recognizes that open communication between employees and management is an essential element of a productive work environment. To that end the Office has adopted an Open Door Policy, which means that any employee can discuss any work-related issue with any supervisor or management personnel at any time. The Open Door Policy has been established to enable employees to seek resolution of job-related issues. It is intended to create a process whereby employees can raise any job-related questions or concerns they have with the assurance that these issues will be addressed promptly and effectively by a person with authority to effectuate resolution.

Employees are encouraged to discuss job-related concerns or questions with their immediate supervisor. If an employee fails to get satisfaction from his/her immediate supervisor, or the supervisor is involved in the issue or concern, the employee may discuss the issue with a higher-level supervisor, including the Chief of Staff and the Congresswoman.

It is the responsibility of all management personnel to respond to Open Door Requests in a timely and objective manner. Retaliation is prohibited against any employee because he/she uses the Open Door Policy, and against any participant in any investigation prompted by any such complaint or inquiry.

Confidentiality

During your employment with the Office, you will be exposed to certain information of a sensitive or confidential nature. It is critical that confidentiality be maintained by all employees who work for the Office, that no disclosure of confidential information be made to anyone except as required in the performance of work, and that no use be made of confidential information for personal gain or advantage, or for the harm of others either during or after your employment with the Office.

Examples of sensitive or confidential information may include information designated as classified or secret by the government, matters involving the personal or professional lives of Office employees or the Congresswoman, internal legislative or political strategy, personal information regarding constituents, and internal operations of the Office, among others.

Employees of the Office have access to confidential and sensitive information and, as a result, have a fiduciary duty to the Office and the U.S. House of Representatives. A "fiduciary duty" means a duty of utmost good faith, fair dealing, and loyalty to the Congresswoman, the Office, and the U.S. House of Representatives. The duty also requires the employees of the Office to hold in confidence all confidential and sensitive information of any kind in accordance with the Code of Ethics in Government Service found in the House Ethics Manual. Under that Code, employees are precluded from using information coming to them confidentially in the performance of their governmental duties as a means for making private profit. Accordingly, it is the Office policy that all staff shall not publish any article, book, transcript, or other written piece or grant an interview or act as an advisor on any such publication without the prior, written approval of the Chief of Staff.

Strict observance of this policy by all employees is of great importance to the effective operation of the Office. Violations of this policy may result in discipline, up to and including immediate termination.

If you discover a violation of this policy, you have the responsibility to notify the Chief of Staff immediately. Failure to so report may result in discipline, up to and including immediate termination.

Non-Fraternization Policy

All employees have the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. As such, the Office expects that all relationships in the workplace will be business-like and free of harassment. The Office also recognizes that some staff members may feel intimidated or uncomfortable if asked out on a date by a co-worker. In this context, a "co-worker" includes any member of the Office staff, whether part-time, full-time, shared, volunteer, intern, fellow, supervisor, management, or otherwise employed by the Office. In order to minimize the likelihood of the occurrence of this type of situation, or any other potentially uncomfortable situation, it is management's belief that it is in the best interest of the Office to strongly discourage fraternization between co-workers. In this context, "fraternization" means dating or engaging in sexual activity with co-workers. Any employee who acts in a manner inconsistent with this policy or with the Anti-Harassment Policy may be subject to discipline, up to and including termination of employment with the Office.

Anti-harassment and Anti-discrimination Policy

1. Basic Policy

As an equal opportunity employer, the Office of Congresswoman Cathy McMorris Rodgers is firmly committed to providing a work environment free from discrimination, harassment or intimidation on the basis of race, sex, age, religion, disability, color, national origin, military status, or any other basis prohibited by law. This commitment applies to all hiring, discharge, promotion, pay benefits, reassignments and other personnel actions affecting the terms, conditions, and privileges of employment. This commitment extends to making reasonable accommodations that enable qualified disabled individuals to perform the essential functions of their jobs.

All employees will be treated, and are to treat each other, fairly and with respect.

Employees will not be subjected to, and will not subject each other to discrimination or harassment of any kind.

The Office will not tolerate any of the following actions:

- making any employment decision or taking any employment action that is based on race, sex, age, religion, disability, color, national origin, military

status or any other basis prohibited by the Congressional Accountability Act;

- acting in a way that may create a hostile, offensive, intimidating or demeaning environment on the basis of an employee's race, sex, age, religion, disability, color, national origin, military status, or any other basis prohibited by the Congressional Accountability Act.

II. Definition of Sexual Harassment

There are two basic forms of sexual harassment.

Prohibited "quid pro quo" sexual harassment may occur when a supervisor or manager makes unwelcome sexual advances, requests sexual favors, or engages in other verbal or physical conduct of a sexual nature, if the implication is that submission to such conduct is expected as part of the job. It would also be unlawful for a supervisor or manager to make employment decisions affecting the individual on the basis of whether the individual submits to or rejects sexual conduct.

Prohibited "hostile work environment" sexual harassment may occur when unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. This may include, for example, displaying sexually suggestive material in the workplace, unwelcome flirtation or advances, requests for sexual favors, or any other offensive words or actions of a sexual nature.

III. Other Prohibited Forms of Harassment

In addition to the sexual harassment discussed above, harassment on the basis of race, color, disability, sex, religion, age, military status or national origin can constitute unlawful employment discrimination. Insults, jokes, slurs, or other verbal or physical conduct or activity relating to race, color, sex, religion, age, disability, military status or national origin are unlawful if they create an intimidating, hostile, or offensive work environment; or if they unreasonably interfere with an individual's work performance.

IV. Employee's Responsibility

Personal behavior and language that are "acceptable" to one individual may be "offensive" to another. All employees must recognize that the focus of this prohibition is on the effect of one's action, not the intent. Even an employee who believes he or she is "just kidding around" or "didn't mean any harm" may act in ways that have the effect of intimidating or demeaning another employee, and thereby violating this policy.

V. Procedures

It is the intention of the Office to stop harassment before it rises to the level of a violation of law. As part of this effort, any employee who believes that he/she has been subjected to or has witnessed actions that violate this policy should promptly make a report to management in order for management to immediately investigate and take corrective action where appropriate. The employee should not wait until the actions become severe or pervasive but should report such activity immediately. The employee may advise his or her direct supervisor, the next level supervisor, or any other management official with whom the employee feels comfortable discussing such issues. The Office will protect the confidentiality of harassment allegations to the extent possible. The conduct of an effective investigation requires sharing information with those who have a "need to know." Any documents created or obtained concerning the harassment investigation will be treated with the same degree of confidentiality. Anyone who, in good faith, brings such a matter forward is assured that he or she will not suffer any retaliation, discrimination, harassment, or reprisal for having done so.

The Office strictly prohibits retaliation against anyone who reports an incident in violation of the anti-harassment/anti-discrimination policy or anyone who participates or aids in an investigation of a complaint.

Any employee who violates any aspect of this policy, including the prohibition against retaliation, will face appropriate discipline, up to and including termination.

Performance Reviews

The Office will periodically review with the employee his/her job performance and discuss his/her job interests and career goals. The Office does this to bring to the employee's attention both areas in which he/she is performing well and those that need improvement; to give the Office and employee an opportunity to discuss methods and ideas for maximizing performance and efficiency for both the employee and the Office; and to discuss career development and/or

satisfaction. Performance evaluations can also influence decisions regarding pay increases. The Office will conduct annual reviews, which reviews will include self-evaluation, peer review, and conferencing with your supervisor.

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

- quality of work;
- goal achievements;
- job skills;
- dependability;
- attendance and punctuality;
- ability to work cooperatively with colleagues and constituents;
- knowledge and implementation of initiatives;
- willingness to assume responsibility and to develop ideas;
- willingness to accept direction;
- ability to give direction where applicable;
- adherence to ethical standards, House regulations, and Office policies; and
- improvement since the last review.

The Office will provide each employee the opportunity to comment on the evaluation. Employees should understand that an evaluation does not alter the employee's at-will relationship or create a contract with the Office as described elsewhere in this Handbook.

Personal Appearance Policy

Employees should dress, groom, and maintain personal hygiene in a manner which enhances the professional and public relations of the Office, as well as the safety and productivity of all staff members. This includes wearing neat, clean, business attire which is neither distracting nor offensive to visitors, constituents, or co-workers. Management reserves the right to judge when an employee fails to meet this standard and to instruct the employee to cure the deficiency. Violation of this policy may lead to disciplinary action, up to and including termination of employment.

Employee Conduct and Discipline

To ensure that all employees are working in a safe, productive and harmonious environment and that the Office is able to operate at optimum efficiency, certain general standards of personal conduct and job performance have been established.

Your actions are a direct reflection on the Member, the Office and the House of Representatives. Actions that reflect poorly on the Member, the Office or the House of Representatives are grounds for disciplinary action, up to and including termination.

Standards of job performance are determined by the employee's position. Standards of personal conduct, however, are uniform throughout the Office. Employees are expected to be courteous and respectful, and to conduct themselves at all times in a manner which shall reflect creditably on the House of Representatives.

I. Discipline

While it is anticipated that most problems will be resolved through the cooperation of employees, there are times when inappropriate conduct or inadequate performance may result in disciplinary action. While this office does not employ mandatory progressive discipline, appropriate disciplinary action may, at the sole discretion of the Office, include probation, counseling, suspension (with or without a pay reduction), demotion, or other actions, up to and including termination. It is within management's sole discretion to determine appropriate measures based upon the circumstances of each individual disciplinary matter.

II. Insubordination

Employees are expected to follow directions given by a supervisor or a person in authority. Failure to perform or unreasonably delaying the performance of instructions given by a supervisor or person in authority is unacceptable and may result in disciplinary action, up to and including termination of employment.

III. Misconduct

The following actions are unacceptable and may result in appropriate disciplinary action. The determination of whether or not the misconduct identified below occurred or not, the magnitude of the misconduct, and the severity of the resulting discipline, up to and including termination of

employment, are within the sole discretion of the Office. The misconduct identified below is merely illustrative, is not intended to be a complete list of misconduct, is not intended to be listed in order of severity of the conduct, does not limit the disciplinary authority of the Office, and does not alter the Office's at-will employment policy:

1. Misrepresenting or withholding information on an employment application or House records, including time cards, injury reports, leave reports, personnel documents, etc.

2. Removing House property, records, or documents without proper authorization.

3. Releasing sensitive or confidential information without proper authorization; allowing access to such information by unauthorized personnel; or using such information or property for personal reasons.

4. Unauthorized possession, willful destruction or abuse of House property or the property of any individual on the premises.

5. Entering a restricted area or allowing another person to enter a restricted area without proper authorization.

6. Excessive absenteeism or tardiness without proper authorization.

7. Unexcused absence from work.

8. Use of abusive, threatening or obscene language; use of language that adversely affects morale, production, or maintenance of discipline.

9. Engaging in any type of harassment.

10. Performing personal or campaign business during working hours or using the frank, official stationary, or other official resources for personal benefit.

11. Violating the Office's alcohol and drug abuse policy.

12. Possessing dangerous weapons on the premises.

13. Illegal or disorderly conduct of any kind such as fighting, wrestling, roughhousing, or any other activity hazardous to life, limb or property.

14. Failure to abide by the leave policies of the Office.

15. Failure to follow House Rules and federal statutes concerning the acceptance of gifts, and the reporting of financial interest, employment or conflicts of interest.

16. Failure to follow ethical standards of the House, of federal statues, or of the Office, or failure to timely comply with ethics training requirements of the House or of the Office;

17. Failure to observe general safety procedures, neglect of the safety of others, or the commission of unsafe acts.

18. Reviewing the mail, including e-mail, of another employee without appropriate authorization.

19. Failure to follow the Office's Computer and Internet policies..

20. Unauthorized communications with members of the press, written statements, personal appearances, testimony, articles or comments on any aspect of the employee's official responsibility as an employee of the Office or relating to matters of the House without direct and explicit permission from the Communications Director.

21. Any other action that is deemed to be inconsistent with the standards and expectations of the Office or deemed to show a disregard for the House's interests or the employee's duties and obligations to the House.

Termination of Employment

The Office desires that your employment in the House be a rewarding and successful experience. However, it is conceivable that circumstances may arise that will make it advisable for you to end your employment with the Office.

Should you decide to terminate your employment with the Office voluntarily, you are requested, but not required, to provide adequate notice. Adequate notice is customarily two weeks, and may be longer depending on your particular responsibilities. The request that you provide notice of your intent to resign is not intended to alter the fact that either you or the Office is entitled to terminate your employment relationship at any time without notice.

Each employee must return all House property, including his or her I.D. card and keys. Failure to do so may result in the withholding of your final paycheck. Employees who have group medical and life insurance will continue to receive coverage during the period in which the employee remains on the payroll as provided for by the individual employee's health or life insurance policies and applicable federal laws. Employees should contact the Office of Payroll and Benefits at 202-225-[redacted] with any questions regarding benefits.

References

Upon termination certain employees are prohibited from lobbying certain Members of Congress or their staff for a period of at least one (1) year. For more information, contact the Committee on Standards of Official Conduct at 202-225-7103.

References for former or current employees of the Office are to be given only by the Office Manger and only in accordance with the Hatch Act Reform Amendments of 1993 and the laws and rules highlighted in the October 1, 1998 "Pink Sheet" created by the Committee on Standards. Employees should contact the Office Manger with any questions.

II. LEAVE POLICIES

Holidays

The Office will observe the following holidays IF the House is not in session:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- President's Day
- Memorial Day
- Independence Day (or Monday if July 4th falls on a weekend)
- Labor Day
- Columbus Day
- Veterans' Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve or December 26th (if Christmas falls on a weekend)
- Christmas
- New Year's Eve or January 2nd (if New Year's Day falls on a weekend)

Leave Policy

The leave policy of the Office is designed to provide benefits to employees, while maintaining enough flexibility to allow the Office to perform its functions. All leave must be requested in writing on the Leave Request Form (Appendix C), submitted to your supervisor within the time line requirements for each category of leave, and approved prior to your leave. In addition, the Leave Request Form, whether granted or denied, signed by your supervisor, must be delivered to the Office Manager for proper entry into the Office records and personnel files.

1. Annual Leave

Annual leave (aka "vacation") is based upon a monthly accrual system. Full-time employees of the Office accrue annual leave each month based upon years of service as follows:

a. Employees with less than 1 year of employment with the Office accrue 1 day of annual leave per month.

b. Employees who have between 1 year and 7 years of employment with the Office accrue 1.25 days of annual leave per month.

c. Employees who have over 7 years of employment with the Office accrue 2 days of annual leave per month.

There is no leave accrual for employment for only a fractional part of a month at either the beginning or the end of an employee's period of service. Leave accrual commences on the first day of the first full month of employment and ends on the last day of the last full month of employment.

No more than 30 unused leave days may be accrued; any balance in excess of 30 days is lost and not tracked.

Upon separation from employment, the Office will pay the employee a lump sum equal to the number of days of unused annual leave or the gross amount of one month of the employee's monthly pay, whichever is less. Withholding will be at flat rates of 28% for Federal tax, 6% for state tax, 6.2% for FICA (if applicable), and 1.45% for Medicare.

There are restrictions on dual federal employment which prevent most employees from remaining on the House payroll after reporting to another federal job. Contact the Office Manager if you have any questions regarding this issue.

Requests for annual leave must be made at least two weeks in advance, using the Leave Request Form (Appendix C).

If an employee has taken more annual leave than he or she has earned, the Office may deduct the excess annual leave from the employee's final paycheck or seek reimbursement from the employee.

II. Sick Leave

Sick leave is based upon your anniversary year. The Office provides 5 days of paid sick leave per year to all full-time employees, regardless of years of service, for periods of temporary absence due to illness or injury of the employee. 5 days of Sick leave is credited to each employee on the anniversary of his/her hiring each year; Sick leave does not accrue or carry over. No payment will be made for unused sick leave upon termination of employment.

Employees who are unable to report to work or who must leave work because of illness or injury must notify their immediate supervisor or a manager at once or leave a message with the Office no later than 8:30 a.m.

Your supervisor must be contacted by 8:30 a.m. on each additional day of absence. Failure to follow these procedures may result in the treatment of the day as an unexcused absence, which may be subtracted from the employee's annual leave allotment, and can also result in disciplinary action up to and including termination.

Sick leave may be used for scheduled medical and dental appointments. Appointments that keep an employee from the Office for more than two hours are considered a half day of sick leave and appointments lasting more than four hours are considered a full day of sick leave.

Requests for Sick leave for scheduled appointments must be made at least two weeks in advance using the Leave Request Form (Appendix C). Employees must submit the Leave Request Form (Appendix C) on the first day he/she returns to work following illness or other unexpected Sick leave.

III. Religious Holidays

The Office seeks to accommodate reasonable requests for leave for religious observances. Employees may elect to take annual leave or unpaid leave (if the employee has exhausted his or her paid leave) for such purposes. The availability of such leave depends on the operational needs of the Office. Accordingly, employees should request such leave as far in advance as possible to allow for appropriate scheduling to be made by management. These requests should be submitted to your supervisor.

IV. Bereavement Leave

Employees are entitled to up to 5 days of paid bereavement leave for the death of an immediate family member. An "immediate" family member includes an employee's parent, step-parent, spouse, child, stepchild, brother, stepbrother, sister, stepsister, grandchild, grandparent, mother-in-law, father-in-law, son-in-law or daughter-in-law. Personal leave for the death of friends or other relatives will be charged against annual leave. At the Office's discretion, additional bereavement leave for travel time and other extenuating circumstances may be granted.

V. Military Leave Policy

A. Basic Policy

An employee who is a member of a National Guard or Armed Forces Reserves ("Reserves") unit accrues paid military leave at a rate of 15 business days per fiscal year for, among other purposes, active duty and inactive-duty training. Any compensation provided by the National Guard or Reserves may be retained by the employee. An employee who is a member of a Federal Emergency Task Force and is called to duty will be given paid leave for that purpose. To apply for the leave, the employee should submit appropriate documentation (e.g., a copy of the orders) and the Leave Request Form (Appendix C) to the Spokane District Office Staff Assistant as far in advance as possible. Employees can carry over unused military leave up to 15 days per fiscal year (for a total not to exceed 30 days per fiscal year).

In addition to the fifteen (15) paid business days of leave an employee in the National Guard or Reserves accrues each fiscal year, an employee called to active duty to support a contingency operation as defined under 10 U.S.C. 101(a)(13) receives an additional twenty-two (22) business days of paid leave per calendar year, offset by the employees military salary. In other words, if an employee is called to active duty to support a contingency operation, the employee will receive the difference between his/her Office salary and the military salary for a period of twenty-two (22) business days (assuming the employee's Office salary is higher than his/her military salary). To facilitate processing and distributing the 22-day pay differential, the employee should provide the Spokane District Office Staff Assistant with information regarding his or her military pay prior to departure for military leave. Failure to provide such information may result in a delay in distributing the 22-day pay differential to the employee.

There are other situations in which an employee who is in the Reserves or National Guard may qualify for additional leave. The Office will provide leave consistent with qualifications and requirements of 5 U.S.C. § 6323, including extended leave for military reserve technicians and employees ordered to military service to support civil authorities.

Employees who require absences for military duty (including long-term absences for active duty) will be accorded all benefits and protections provided by law, including reemployment rights, health insurance protection, and the right to be free from discrimination and retaliation. Any employee who is required to take a leave of absence for military duty should notify the Spokane District Office Staff Assistant immediately. An employee shall be permitted, but not required, to use

any unused accrued annual leave, upon request, during the period of military service.

B. Reemployment rights.

An employee returning from active duty military status is entitled to be reinstated by the Office to the employee's previously held position, or to an equivalent position if: 1) the employee (or an appropriate officer in the uniformed services) gives advanced notice of military service when possible; 2) the cumulative length of the absence, and all previous absences from the position by reason of service in the uniformed services, does not exceed five years (certain types of military leave excluded); and 3) the employee returns to work or applies for reemployment in a timely manner after conclusion of service (timeliness depends on length of service – see below); and 4) the employee has not been separated from military service with a disqualifying discharge or under other than honorable conditions.

If an employee is eligible to be reemployed, the employee must be restored to the job and benefits the employee would have attained if he or she had not been absent due to military service or, in some cases, a comparable job. The Office need not reemploy an employee, however, if reemploying is unreasonable or impossible, or if an employee's pre-service employment was for a brief, non-recurrent period with no expectation that it would continue.

C. Notice requirements for intent to return to work.

The time and manner by which an employee must express his or her intent to return to work varies depending on the length of absence. For military service under 31 days, the employee must report to the Office no later than the first full work period on the first full calendar day after the completion of the leave, after travel time plus eight hours of rest (or as soon after the eight-hour period as possible if reporting within this time is impossible or unreasonable through no fault of the employee). For military service of more than 30 days but less than 180 days, the employee must notify the Office of his or her intent to return to work by submitting an application for reemployment not later than 14 days after completion of military service (or the "next first full calendar day" if submission within the 14 days is impossible or unreasonable through no fault of the employee). For military service of more than 180 days, the employee must notify the Office of his or her intent to return to work by submitting an application for reemployment not later than 90 days after the completion of military service.

D. Health Insurance Protection.

Employees who leave their job to perform military service have the right to elect to continue existing employer-based health plan coverage for themselves and their dependents for up to 24 months while in the military. Depending on the length of his or her military service, an employee may be required to pay up to 102 percent of the full premium under the applicable health plan. An employee seeking medical benefits while on military leave should contact the Office of Payroll and Benefits for additional information regarding the cost of such coverage.
An employee electing not to continue coverage during their military service has the right to be reinstated in the employer-based health plan when he or she is reemployed, generally without any waiting periods or exclusions (*e.g.*, pre-existing condition exclusions) except for service-connected illnesses or injuries.

E. Thrift Savings Plan Protection.

An employee who is reemployed after a period of military leave may make contributions to the Thrift Savings Plan equal to the contributions which would have been made over his or her military leave period reduced by any contributions actually made over this period. An employee interested in making catch up contributions to the Thrift Savings Plan after his or her reemployment should contact the Office of Payroll and Benefits for additional information.

F. Non-discrimination and non-retaliation.

An individual who is a past or present member of the uniformed service, has applied for membership in the uniformed service, or is obligated to serve in the uniformed service may not be denied initial employment, reemployment, retention in employment, promotion, or any benefit of employment because of this status. In addition, the Office may not retaliate against anyone assisting in the enforcement of these rights, including anyone who testifies or makes a statement in connection with a proceeding for the enforcement of these rights, even if that person has no service connection.

VI. Jury and Witness Duty

An employee who is summoned for jury or witness duty and must be absent from work will continue to receive full pay and will not be charged annual leave. Upon receipt of such summons, the employee must notify the Spokane District Office Staff Assistant immediately and must complete the Leave Request Form (Appendix C) and attach a copy of the summons

or other written documentation providing notice of jury or witness duty to the Leave Request Form.

Certain courts require only that a juror telephone the court each morning to determine whether the juror must report to court. Under such circumstances, when not needed by the court, the employee must report to work.

As provided by law (2 U.S.C. §§ 130b(d) and (e)), any fee paid to an employee for jury or witness duty shall be turned into the Staff Assistant for your District Office, and the entire amount will be remitted to the House Finance Office. Any reimbursement made to an employee for expenses incurred in rendering jury or witness service may be retained by the employee. Upon returning to work from jury duty, an employee shall provide the Staff Assistant with a certificate of attendance from the Clerk of the court or similar court official for each day of absence.

VII. Leave Without Pay (LWOP)

Requests for leave without pay other than unpaid FMLA may be granted at the discretion of the Chief of Staff. Requests for leave without pay must be submitted in writing to the Office Manager using the Employee Leave Request Form (Appendix C).

As a basic condition for approval of LWOP, the Office should have a reasonable assurance that the employee will return to duty at the end of the approved period. LWOP status should be requested at least 30 days in advance of the period of absence. In no case may the period of LWOP status exceed twelve months in a twenty-four month period.

VIII. Furlough

Furlough is an absence without pay initiated by the Office. Placement in a furlough status is at the discretion of the Office, unless placement in such leave status is otherwise required by law. Furlough status should be requested at least 30 days in advance, by completing the Employee Leave Request Form (Appendix C).

Family and Medical Leave (FMLA)

I. Basic 12-Week FMLA Leave Entitlement

Under the applicable provisions of the FMLA, any person who has worked for any Congressional office for at least one year and for a total of at least 1,250 hours during the previous 12-month period is entitled to up to a total of **12 weeks** of unpaid, job-protected leave during a 12-month period for the following reasons:

A. because of the birth of the employee's son or daughter, and for the employee to care for and bond with his or her newborn child during the child's first year *("Type A" FMLA leave)*[1];

B. because of the placement of a son or daughter with the employee for adoption or foster care, and for the employee to care for and bond with his or her child during the first year after adoption or placement *("Type B" FMLA leave)*;

C. to care for the employee's spouse, son, daughter, or parent who has a serious health condition *("Type C" FMLA leave)*;

D. because of the employee's own serious health condition which makes the employee unable to perform the functions of his or her job *("Type D" FMLA leave)*; or

E. for qualifying exigencies arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty or has notice of an impending call or order to active duty status in the National Guard or Reserves in support of a contingency operation *("Type E" FMLA leave)*.

The term "serious health condition" means an illness, injury, impairment, or a physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical facility; or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents a qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to

[1] The designations of leave as Type A, Type B, etc., are used in this policy for ease of reference.

pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of serious health condition as defined in applicable regulations issued by the Office of Compliance.

The term "qualifying exigencies" for purposes of Type E FMLA leave may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

The right to take leave under the FMLA applies equally to male and female employees. Thus, for example, a father, as well as a mother, can take Type A and/or Type B FMLA leave for the birth, placement for adoption, foster care, and/or for bonding with a child.

II. 26-Week Injured Servicemember Caregiver FMLA Leave Entitlement

The FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of FMLA leave to care for a covered servicemember during a single 12-month period. This leave is available to an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered servicemember. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves who has (1) a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or (2) is in outpatient status; or (3) is on the temporary disability retired list.

III. Circumstances When FMLA Leave Is Paid

Generally, FMLA leave is unpaid.

Employees on FMLA leave may choose to substitute (or the Office may require the employee to substitute) any accrued paid leave as follows:

1. The employee may substitute his or her accrued annual leave when FMLA leave is taken for any reason.

2. In addition, when FMLA is taken for the employee's own serious health condition (Type D leave), the employee may also substitute any accrued sick leave for FMLA leave.

3. In addition, when FMLA leave is taken to care for an ill family member (Type C leave) or to care for an injured or ill servicemember (injured servicemember caregiver leave) the employee may also substitute any accrued sick leave for FMLA leave.

When an employee substitutes annual and/or sick leave for FMLA leave, that time will count toward the employee's FMLA entitlement. In other words, the use of substituted paid leave will run concurrently with the employee's use of unpaid FMLA leave. However, the Office reserves the right to grant consecutive FMLA leave at the sole discretion of the Chief of Staff.

The Office reserves the right to grant up to four weeks of paid FMLA without offsetting accrued annual leave or otherwise offsetting the employee's FMLA time off at the sole discretion of the Chief of Staff.

IV. Calculating the FMLA Leave Year

When basic FMLA leave (i.e., Type A, B, C, D and/or E leave) is taken, the 12-month period during which an employee is entitled to up to 12 weeks of FMLA leave is calculated on a rolling 12-month basis measured backward from the date the employee first uses FMLA leave.

For purposes of injured servicemember caregiver leave, the single 12-month period begins on the first day the eligible employee takes FMLA leave to care for a covered servicemember and ends 12 months after that date. Please consult with the Office Manager for guidance on how leave is calculated when an employee takes injured servicemember caregiver leave and also takes Type A, B, C, D and/or E leave during the same time frame.

V. Notice and Designation of Leave As FMLA Leave

If an employee's need for FMLA leave is foreseeable, an employee must generally provide at least 30 days notice (written or verbal), or otherwise as much advance notice as practicable, to the Office Manger. If an employee fails to give 30 days notice, with no reasonable excuse, the Office may delay the taking of FMLA leave. An employee need not provide 30 days advance notice of the need for qualifying exigency leave (Type E leave) if such advance notice is not reasonable and practicable.

For leave requested for the care of a family member with a serious health condition or leave for the employee's own serious health condition (Type C and D leave), or leave to care for an injured servicemember, the employee shall make a reasonable effort, after consulting with the Office Manger, to schedule leave so

as not to unduly disrupt office operations (subject to approval of the appropriate health care provider).

Any employee who takes FMLA leave for any reason must submit the Employee Form for FMLA Leave (Appendix B), even if the request is submitted after the leave has commenced. Such written notice must be submitted to the Office Manger and shall include the dates and the type of leave requested (i.e., whether the leave is Type A, B, C, D, E and/or injured servicemember caregiver leave).

Whenever an eligible employee is absent from work for a reason that is FMLA-qualifying, the Office will count the absence as leave under the FMLA. Furthermore, FMLA leave will be designated as such retroactively upon an employee's return to work where the employee does not inform the Office in advance of the reason for the leave and/or the Office discovers upon the employee's return that the reason for the leave falls under the FMLA.

VI. Intermittent or Reduced Schedule Leave

FMLA leave is often taken in large blocks of time such as when an employee is entirely absent from the Office and no work is performed (e.g., three weeks at home recuperating from illness or injury). In certain cases, however, an employee may not need FMLA leave for such extended periods, but rather may need FMLA leave intermittently (for example, a few hours every other week to see a doctor for treatment regarding a chronic condition) or on a reduced schedule (e.g., to work a half-time schedule for two weeks until the employee fully recovers from his or her serious health condition). Under the FMLA:

1. Qualifying exigency leave (Type E leave) may be taken on an intermittent or reduced schedule basis.

2. Leave to care for a seriously ill family member (Type C leave), leave taken for the employee's own serious health condition, (Type D leave) or leave to care for an injured servicemember, may be taken intermittently or on a reduced schedule basis, so long as such intermittent or reduced schedule leave is medically necessary as certified by the appropriate health care provider.

3. Leave may be taken intermittently or on a reduced leave schedule because of the birth, adoption or placement of a child, or to bond with a newborn or a newly adopted or newly placed foster child (Type A and B leave), only with the approval of the Office. Requests for intermittent leave should be in writing, and submitted to the Office Manager. If the birth mother is incapacitated due to pregnancy, or if the newborn or newly-

placed child has a serious health condition, such leave (Type C or D leave) may be taken on an intermittent or on a reduced schedule basis if accompanied by appropriate medical certification.

4. When leave is taken intermittently or on a reduced leave schedule and such leave is foreseeable based on planned medical treatment, the Office may require that the employee transfer to an alternative position which has equivalent pay and benefits, and which better accommodates recurring periods of leave.

VII. Certification of Need for FMLA Leave; Fitness for Duty

When an employee takes FMLA leave for his or her own illness (Type D leave) or to care for a family member (Type C leave), the employee must provide a medical certification from the health care provider that the leave is due to the serious health condition of the employee or the employee's spouse, parent, or child. The employee must have the health care provider complete the form. The completed certification form should be returned to the Office Manager within 15 days, where possible. The Office may also require appropriate certification, as permitted by law, for qualifying exigency leave (Type E leave) and injured servicemember caregiver leave.

When certification of a serious health condition is requested in connection with Type C or Type D FMLA leave, the Office may also require and pay for an opinion by a second health care provider designated by the Office. If there is a conflict between the first and second certifications, the Office may require and pay for a third opinion by a health care provider jointly approved by the Office Manager and the employee. The opinion of the third health care provider is final and binding.

The Office may also require that an employee present a "fitness for duty" certification upon return to work when the absence is caused by the employee's own serious health condition (Type D leave). The Office may seek such certification only with respect to the particular serious health condition that was the reason for the employee's request for FMLA leave. The employee is responsible for the cost of the "fitness for duty" certification. The Office Manager will notify the employee whether a "fitness for duty" certification is required as soon as possible after the employee notifies the Office of the reason for FMLA leave. The Office may delay or refuse to restore an employee to duty if the Office has requested and the employee has failed to provide the appropriate "fitness for duty" certification.

VIII. Periodic Reports

The Office may require periodic reports from an employee on leave regarding his or her status and intention to return to work.

IX. Continuation of Benefits

While on FMLA leave, whether paid or unpaid, employees will continue to be enrolled in their health insurance plans. As long as the employee remains enrolled in his or her health plan, the U.S. House of Representatives will continue to pay the Government contribution. The employee is responsible for payment of the employee share and should contact the Office of Payroll and Benefits (202-225-1435) to arrange for monthly payments. Under federal regulations, an employee whose enrollment continues for a period of time without payment is deemed to have consented to recovery of an indebtedness for past-due health benefits premiums from future salary, or from any other moneys owed to the employee by the Federal Government.

X. Reinstatement from Leave

Upon return to work after taking FMLA leave, an employee generally will be entitled to be restored to the same position or an equivalent position to that which the employee occupied before taking FMLA leave. If an employee is unable to perform the essential functions of his or her job because of a mental or physical condition, the employee has no right to restoration to his or her previous position or another position under the FMLA.

If an employee is on Type A, B, C, D and/or E leave in excess of 12 weeks within a 12-month period, the employee will not be guaranteed reinstatement. As noted above, the FMLA contains a special provision providing for up to 26 weeks of protected leave during a 12-month period when an eligible employee takes leave to care for an injured servicemember.

If an employee gives unequivocal notice of intent not to return to work, the obligations to maintain health benefits under the FMLA and to restore the employee cease.

XI. Key Employees

Key employees are employees who are salaried and among the highest paid 10% of all employees employed by the employing office within 75 miles of the employee's worksite. The Office may deny reinstatement upon return from FMLA leave to "key" employees if reinstatement would cause substantial and grievous economic harm to the Office. The Office must provide written notification to "key" employees of their status upon a request for FMLA leave.

XII. Employment of Spouses

Spouses employed by the same employing office may be limited to a combined total of 12 weeks during a 12-month period of FMLA leave when the leave is taken for the following purposes: (1) the birth and/or to care of a newborn child; (2) the placement of a child for adoption or foster care; or (3) the care of a parent who has a serious health condition.

Spouses employed by the same employing office may be limited to a combined total of 26 weeks of leave during a single 12-month period for injured servicemember caregiver leave.

XIII. Performance and Merit Reviews

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

XIV. Misrepresentation

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

XV. Intimidation and Retaliation Prohibited

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

CONFIDENTIALITY OATH

I do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

I further do solemnly swear (or affirm) that I will hold in confidence all confidential and sensitive information of any kind in accordance with the Code of Ethics in Government Service as set forth in the House Ethics Manual; that I will not use information coming to me confidentially in the performance of my official duties as a means for making private profit or otherwise for personal gain or advantage, or to harm others; and that I will hold in confidence all matters involving internal legislative or political strategy, personal information involving constituents, the personal and professional lives of the Congresswoman and of co-workers, and information involving the internal operations of the Office.

DATED: _____

_____
Employee Signature

_____
Employee Name (printed)

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

Appendix A

CONFIDENTIAL

EMPLOYEE REQUEST FORM FOR FAMILY
AND MEDICAL LEAVE

I, _____, request Family and Medical Leave.

This leave is necessary for (check the option(s) which applies):

_____ (1) The birth and care of my child or for an adoption or placement of a foster child.

_____ (2) To care for my spouse, child, or parent with a "serious health condition".

_____ (3) For my own "serious health condition" which renders me unable to perform my job.

I am requesting that the leave begin on _____ and I expect leave to continue until on or about _____.

I acknowledge that I have read the Family and Medical Leave Act (FMLA) information contained in the Office's Employee Handbook at pages 41-47, affirm that I understand the contents of that FMLA information, and that I agree to comply with its terms.

DATED: _____ _____
Employee Signature

_____
Employee Name (printed)

Process: 1) Review and understand pgs. 41-47 of the Employee Handbook; 2) fill-out, date and sign; 3) submit form to the Office Manager at least 30 days before leave begins (or as otherwise set forth on page 43).

Appendix B

CMROCE-0288

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: _____
Type of Leave:

( ) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: _____ AM ( ) PM ( ) on _____, 20____.
Ending: _____ AM ( ) PM ( ) on _____, 20____.
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____.

Reason for Leave: _____

Date: _____ _____
Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: _____

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0289

CONFIDENTIAL

OVERTIME PRE-AUTHORIZATION FORM

I, _____, request authority to work overtime.

Overtime Request:

Beginning: _____ AM ( ) PM ( ) on _____, 20____.

Ending: _____ AM ( ) PM ( ) on _____, 20____.

Total number of hours of overtime requested: _____.

Reason for Overtime: _____

_____

_____

_____

_____

_____

Date: _____ _____

Employee Signature

_____

This Overtime Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

_____

_____

_____

Supervisor's Signature: _____ Date: _____

Process: 1) Review pgs. 8-9 of Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix D

CMROCE-0290

CONFIDENTIAL

TRAVEL REQUEST FORM

I, _____, request authority to travel outside of my assigned district office area, and to seek reimbursement for those expenses from the Office's Member Representational Allowance (MRA), because the primary purpose of my travel is the performance of my official duties for the Office.

Dates of Travel Requested:

Beginning _____ AM ( ) PM ( ) on _____, 20____.

Ending: _____ AM ( ) PM ( ) on _____, 20____.

Purpose of Travel Requested (e.g. "attend CRS training in DC):

_____

_____

_____

_____

_____

_____

Proposed Transport Arrangements:

Transport Arrangements (include carrier name, flight ID numbers, and all other identifying information, and cost, or attach a copy of the print-out of your itinerary/proposed reservations, to enable the Office to assess and pay for approved arrangements):

_____

_____

_____

_____

_____

_____

Process: 1) Review pgs. 12-14 of the Employee Handbook; 2) fill-out, date and sign; 3) discuss any expenses in excess of those set forth at page 13 with the Deputy Chief of Staff/District Director for pre-approval; 4) submit form to the Spokane District Office Staff Assistant at least 30 days in advance of travel (whenever possible).

Proposed Lodging Arrangements:

Lodging Arrangements (include provider's name and reservation/hold numbers, and cost, or attach a copy of the print-out of your proposed reservations/itinerary, to enable the Office to assess and pay for approved arrangements):

_____

_____

_____

Proposed Rental Car Arrangements:

Rental Car Arrangements (include provider's name and reservation/hold numbers; and cost, or attach a copy of the print-out of your proposed reservations/itinerary, to enable the Office to assess and pay for approved arrangements):

_____

_____

_____

Proposed Additional Expenses in Excess of $50.00 per day for food and why justified:

_____

_____

_____

Proposed Additional Expenses in Excess of $50.00 per day for non-mileage, non-food related expenses and why justified:

_____

_____

_____

I acknowledge that I have read the Reimbursement for Official Expenses sections of the Office's Employee Handbook, the Office reimbursement procedures, the Member's Representational Allowance sections of the House of Representatives Member's Handbook, and both the Travel and the Official Allowance sections of the House Ethics Manual; I affirm that I understand the contents of those materials and I certify that this request complies with all terms therein.

Date: _____ _____

Employee Signature

_____

CONFIDENTIAL

This Travel Request is ( ) Approved in Full
( ) Disapproved in Full
( ) Approved in part, as follows, and is otherwise disapproved:

Signed:_____ Date:_____
Deputy COS/District Director

Travel Arrangements Made Checklist for the Staff Assistant:

[ ] Transport Paid:_____
[ ] Lodging Paid:_____
[ ] Rental Car Paid:_____
[ ] Other:_____

Signed:_____ Date:_____
Staff Assistant

Appendix E - pg. 3 of 3

CMROCE-0293

13-0906_0194

To Request Payment/Reimbursement for Official Expenses

Our office is required to submit original forms and receipts whenever possible, in order to receive reimbursement. Reimbursement requests are processed monthly, so please hold your expense forms and documentation until the end of each month for submission.

Please read the following issued by the House of Finance:

APPLIES TO ALL VOUCHERS IRRESPECTIVE OF SUBMITTING OFFICE

ORIGINAL RECEIPT/INVOICE REQUIRED: Whenever a Member, Officer, employee, etc. pays a vendor directly from personal funds (by cash, check, credit card, etc.) for goods or services rendered to a House office, the voucher must be accompanied by the original vendor receipt/invoice, showing "proof of payment". See "PROOF OF PAYMENT" below.

LOST ORIGINAL RECEIPT/INVOICE: If the original vendor receipt/invoice showing payment has been lost or destroyed or was not received, the individual submitting the expense for payment must make a good faith effort to secure a duplicate copy of the receipt/invoice from the vendor. If unable to secure a duplicate copy from the vendor, the expense may be documented by providing proof of the good faith effort made (copies of correspondence, etc.) and proof of payment (see "PROOF OF PAYMENT" below).

A voucher not documented by an original receipt/invoice must be accompanied by:

1. A duplicate copy of the receipt/invoice;
2. Proof of payment;
3. A signed "certification memo" containing the following :(see sample of certification memo)
    a. Detailed description of the expense
    b. Date(s) on which the expense was incurred
    c. Amount of the expense, and
    d. A certification memo to the effect: "In lieu of an original receipt/invoice, I am submitting the attached documentation as proof of payment. This is the only copy that will be submitted for payment."

PROOF OF PAYMENT

Proof of payment can be supported by (but is not limited to) credit card statements, bank statements, and cancelled checks.

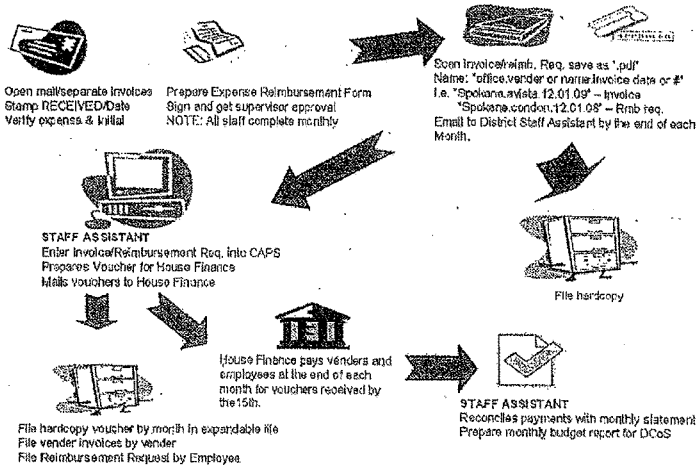
FINANCE CHARGES
The Office of Finance will not pay finance charges or other fees incurred on personal credit or charge cards or personal accounts. To avoid finance changes and other fees, any obligation should be timely paid by the submitting individual directly to the card/account issuer, while the individual seeks reimbursement from the Finance Office.

MILEAGE FOR A PRIVATELY OWNED VEHICLE

If, in the course of performing your duties for the Congressional Office, you are required to use your personal vehicle, you will need to complete a Travel Record of your mileage for reimbursement. This form can be found on HouseNet by clicking first on the Financial Tab, then double-clicking on the PDF US House of Representatives Travel Record Privately Owned Vehicle listed towards the bottom in the Financial Forms box. The current rate of reimbursement is $0.48/mile. The date and points of travel are required, along with the number of miles each way.

All receipts and/or mileage must be accompanied by an Expense Record Form.
This form can be found on HouseNet by clicking first on the Financial Tab, then double-clicking on the PDF US House of Representatives Expense Record listed towards the bottom in the Financial Forms box. Gather your receipts and completed Travel Record, if applicable, before filling out the form. Print, sign and make copies of all documents before submitting the ORIGINALS to the Staff Assistant.

Expense Reimbursements and Bill Payments



Appendix F- page 3

CONFIDENTIAL

U.S. House of Representatives
Expense Record

Honorable: _____

State: _____ District: _____

Staffer: _____

Staff EIN: _____

Date	Expense Description	Amount

Total Reimbursement: $ _____

I, the undersigned, state that the above expenses were approved and incurred as a result of the performance of my duties for the Congressional Office.

_____ Signed - Staffer: _____ Date:

CMROCE-0297

CONFIDENTIAL

U.S. House of Representatives
Travel Record
Privately Owned Vehicle

Honorable: _____ Rate: _____

State: _____ District: _____

Traveler: _____ Staff EIN: _____

Date	Points of Travel	Miles Traveled
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	

Total Mileage:

Total Reimbursement: $ _____

I, the undersigned, state that the above expenses were approved and incurred as a result of the performance of my duties for the Congressional Office.

_____ _____

Signed - Staffer: Date:

CMROCE-0298

CONFIDENTIAL

CAMPAIGN WORK AUTHORIZATION

I, _____, request authority to engage in campaign work (during the time that I am not working in my official capacity for the Office) for:

Name of Candidate: _____

Public Office Campaigning for: _____

Location of Campaign Office: _____

_____

Your Duties as a Campaign Worker (Describe): _____

_____

_____

_____

_____

I acknowledge that I have read the House Ethics Manual with regard to the rules applicable to my campaign activities; I affirm that I understand the contents of those rules, and I certify that I will comply with those rules.

Date: _____ _____

Employee Signature

This Campaign Work Request is ( ) Approved in Full

( ) Disapproved in Full

( ) Approved in part, as follows, and otherwise disapproved:

_____

_____

_____

Signed: _____ Date: _____

Process: 1) Review pgs. 10-12 of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to the Chief of Staff or Deputy Chief of Staff/District Director.

Appendix G

CMROCE-0299

CONFIDENTIAL

OUTSIDE EMPLOYMENT AUTHORIZATION

I, _____, request authority to engage in employment in addition to, and outside of, my employment at the Office. The Outside employment I intend to engage in is:

Name of Outside Employer: _____

Address of Outside Employer: _____

_____

Phone Number of Outside Employer: _____

Your Job Title and Duties for the Outside Employer: _____

_____

_____

_____

_____

Date: _____ _____

Employee Signature

This Outside Work Authorization Request is:

( ) Approved in Full

( ) Disapproved in Full

( ) Approved in part, as follow, and otherwise disapproved:

_____

_____

_____

Supervisor's Signature: _____ Date: _____

Process: 1) Review pgs. 10-11 of the Employee Handbook; (2) fill-out, date and sign; 3) timely submit form to the Chief of Staff.

Appendix H

CMROCE-0300

CONFIDENTIAL

Annual Review-Self Evaluation

ATTRIBUTES TO BE EVALUATED	ST	GO	ME	DO	UN	NA
Quantity of Work *The extent to which the employee accomplishes assigned work and meets job requirements on a timely basis.*						
Quality of Work *The extent to which the employee's work is well executed, thorough, and accurate.*						
Knowledge of Job *The extent to which the employee knows and demonstrates all phases of assigned work, equipment used in their job, and knowledge of the company and our industry.*						
Cooperation with Others *The extent to which the employee gets along with others, including clients, co-workers and managers; shows courtesy and cooperation in dealing with others.*						
Responsiveness to Feedback *The extent to which the employee can positively receive and respond to direction and feedback and pursue ways to improve.*						
Adapts to Change *The extent to which the employee effectively initiates change and adapts to necessary changes in operations; not tied to old methods when they are no longer practical.*						
Attendance, Reliability and Dependability *The extent to which the employee demonstrates consistent attendance and arrives on time; can be depended upon to be available for work; assumes responsibility and ensures tasks are followed through to completion.*						
Planning and Organizational Effectiveness *The extent to which the employee arranges their workload for the most efficient handling and elimination of unnecessary activities, meets deadlines, manages resources, follows through on assignments, and effectively balances tasks and priorities.*						
Communication *The extent to which the employee effectively conveys information and ideas to others; clarity of oral and written communications.*						
Initiative and Creativity *The extent to which the employee is self-directed, resourceful and creative in meeting job objectives; takes initiative in creating or modifying ideas, methods, and procedures to meet changing circumstances or needs.*						
Problem Analysis *The extent to which the employee can thoroughly analyze a problem, use logical and sound judgment in generating alternatives, evaluate risks and benefits, seek outside assistance when necessary, and choose a particular course of action in a timely manner.*						

Appendix I – page 1

CMROCE-0301

Supervisory Ability/Leadership (if applicable) *The extent to which the employee applies sound practices in executing supervisory responsibilities; creates results through others; ability to take charge and motivate others; ability to coordinate activities of others toward achieving results through delegation and follow-up.*						
Personnel Management (if applicable) *The extent to which the employee selects qualified applicants; plans for subordinates are clearly stated; effectively evaluates and communicates subordinates' results, strengths, and development opportunities.*						

Effectiveness Key:
ST – Strength/Excellent (5)
GO – Good/Above Average (4)
ME – Meeting Expectations (3)
DO – Development Opportunity (2)
UN – Unsatisfactory/Not Meeting Expectations (1)

CONFIDENTIAL

CMROCE-0303

13-0906_0204

CONFIDENTIAL

ETHICS TRAINING
THE DISTINCTION BETWEEN POLITICAL VS. CONGRESSIONAL ACTIVITIES

Overview: There is a fine line between congressional activities and political activities. Congressional duties are directly related to policy development, constituent relations, and casework. Political activities include anything relating to elections (*excluding* government oversight and reform) and campaigning (e.g. financing and fund raising, grassroots efforts, polling, et cetera). While you are in the office or engaged in your duties for the Office, political activities are strictly prohibited. While you are in the office or engaged in your official duties for the Office, you should (politely) decline comment and behavior constituting political activities and instead refer all such questions and requests to the Congresswoman's campaign office: Jared Webley, (509) 624-[redacted]@cathyforcongress.com.

Campaign activity rules in a nutshell:

1. **Any and all campaign activities:**
   a. **Must be done outside of the Office;**
   b. **on your own time; and**
   c. **without using any congressional office resources;**
2. **No staff member may in any way be compelled or required to do any campaign work; and**
3. **No staff member may make any financial contribution to CMR's campaign.**

Reasoning: It is unethical to use congressional resources financed by the tax payer to the benefit of an individual congressional member's self-interest in re-election and/or for any other campaign or political undertaking. Congressional members are public servants and their congressional resources must be utilized for the purpose of working for the public interest.

Potential Consequences for Misuse of Congressional Funds: discipline, enforced reimbursement of the funds, and criminal prosecution for you and CMR.

**Note: There are other ethical rules that apply to your conduct while duly engaged in campaign activities; this memo is limited to setting forth rules that apply while engaged in your official congressional duties and in determining when you may ethically engage in campaign activities.*

CMROCE-0304

13-0906_0205

"Campaign Activities"

A. Definition

"Any and all campaign activities" includes re-election activities (for CMR or anyone else) and activities conducted for any political purpose.

Therefore, activities engaged in to recruit/encourage women to join the Republican party and/or to seek a political office as a Republican party member, constitutes "campaign activities";

Encouraging a constituent to support CMR's position on pending legislation, or persuading a constituent to CMR's position on existing or proposed law, or explaining CMR's reason for voting a particular way on a bill, are *not* "campaign work". But, advising a constituent to vote for CMR or other candidate (federal, state or local) to carry that shared interest to DC (or Olympia, or the City Council) is "campaign activities".

The distinction is the focus: legislation (a congressional function) vs. votes (a political function).

It is presumed that any activity funded to any extent by campaign funds is campaign activity, even if that activity is not overtly political in nature.

B. Documents and Materials.

No document or other material (including letters, news letters, press releases, etc.) may be printed on official House stationary unless the content of the materials comply with the Franking Regulations. Franking prohibition relevant to campaign activities include:

- The materials may not solicit political support;
- The materials may not solicit financial assistance;
- The materials may not reference past or future campaigns or elections, including election or re-election announcements, and schedules of campaign related events;
- The materials may not contain campaign literature, campaign pledges, or "excessive use" of party labels; and
- The materials may not contain any logo, slogan, masthead design, or photo which is a facsimile of any matter contained in campaign literature.

This same rule applies to advertisements paid for by our Office, printed materials produced by our Office, and emails sent by our Office, including intra-office emails.

Distinction: The Office *may* utilize congressional resources to issue a statement on *legislative issues* that are raised in the course of a campaign, *if* the use of the congressional resources and the statement are confined to a discussion of the *legislative issues*. Make sure you obtain pre-approval from your supervisor for any statement that may be questionable or that you have any concerns about.

C. Travel.

Rule: The travel must have "the primary purpose" of conducting official business. Therefore, incidental campaign or political activities may also occur on the trip.

The Test: No additional travel expenses may be incurred as a result of the campaign or political activities and the official travel cannot originate from or end at a campaign event.

D. Exceptions.

a. *Coordination of CMR's Schedule:* The Office scheduler may coordinate with the campaign scheduler and may maintain an integrated calendar (for internal use only). This is a limited, narrow exception for the common sense purpose of facilitating the avoidance of scheduling CMR to be two places at once. Therefore, it does not extend to other "schedule" activities, e.g. the Office scheduler may not make campaign-related travel arrangements, but may coordinate those arrangements with the campaign scheduler.

b. *Referrals:* Letters, inquiries, solicitations, contributions, and the like related to campaign or political activities may be forwarded to the campaign office (as opposed to returned to the sender) at the sole expense of the campaign (e.g. the campaign must pay for the envelope, the stamp, the long distance telephone charges, etc.). Under the same circumstances, the campaign office may forward congressional materials or inquiries to the congressional office.

c. *Providing Published Material to the Campaign:* The Office may provide the campaign office with any materials it has issued publicly (e.g. press release, speech, newsletters), but only if such provision requires only a minimal amount of time and is made in a limited quantity (generally a quantity of one).

d. *Questionnaires.* A questionnaire that is limited to *legislative issues* and content complying with Franking Regulations may be answered by the Office, even though the purpose of the questionnaire is to determine endorsement issues by the requesting organization.

e. *Non-partisan Voter Registration Materials:* The Office may make non-partisan voter registration information available in the Office. This excludes actually registering the person to vote.

"On Your Own Time"

A. Definition

"On your own time" means time during which you are entirely free to pursue your own, individual interests. In our Office, that includes your lunch hour, after-work hours, and time you are on leave status as set forth in our Employee Handbook.

B. Rules

1. CMR may not adjust work requirements or add unpaid interns in order to create "free" time for the staff to do campaign activities.

2. If you work in the Office and also on the campaign (which you may do only on your own time), then you must keep a detailed, written, contemporaneous diary recording each segment of time you spend on official duties and each segment of time you spend on campaign activities.

3. The time spent on campaign activities *must* be charged against your accrued annual leave, promptly made-up to the Office, or deducted from your compensation. CMR is required to ensure that each employee performs *official* duties commensurate with the compensation that employee receives from the House, and therefore must adjust an employee's compensation for time owed to the Office for time spent on campaign activities.

"Without Using Any Congressional Resources"

"Without using any congressional resources" means *any* congressional resources: office space, office equipment (including computers, telephones, and fax machines), office supplies (including copy paper and official stationary), office files (including the names and information contained in those files), research files, official mailing lists, staff time, et cetera.

"Contribution"

A. Definition

"Contribution" to CMR means any and all "outlays" made on behalf of CMR, including outlays that are immediately reimbursed. This rule is "absolute" (i.e. irrespective of voluntariness, honest wish to contribute, or intention that the outlay is merely a momentary advance for convenience purposes that is immediately reimbursed). This rule includes "outlays" to purchase items for the benefit of the campaign (e.g. tickets to a fundraising event; souvenirs from the House gift shop to give as gifts to CMR's supporters; coffee and donuts for the campaign office).

"Contribution" does not include unpaid, volunteer services by the employee for CMR's campaign; you may volunteer your time and talent to CMR's campaign and not be in violation of the law which prohibits house employees from making campaign contributions to their employing Member.

Violation of this rule is also a criminal offense.

B. Exceptions to the "Absolute" Rule

1. Outlays an individual makes for his/her personal travel expenses (including food, transportation and lodging) traveling on behalf of the campaign, provided that the campaign promptly reimburses the travel expense (60 days if incurred by credit card and 30 days otherwise) *or* the individual's outlays do not exceed $1,000.00 per election.

2. Up to $1,000.00 per election for food, beverages, and invitations for a campaign event held in the individual's home or in a church or community center.

3. Use of computer equipment connected with internet activities used for the purpose of influencing a federal election.

4. Contributions to multi-candidate political groups (e.g. PAC or Republican Congressional Campaign Committees), even though some of the proceeds may be used by the organization to benefit CMR, provided that you do not earmark the contribution for CMR.

5. There are several other very detailed, very limited, very specific exceptions. If you want to offer (on your own initiative and voluntarily) a contribution to CMR's campaign, you must get written, pre-approval from me first.

CONFIDENTIAL

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CONFIDENTIAL

INFORMATION SHEET FOR ETHICS TRAINING COMPLIANCE REQUIREMENTS

Ethics training compliance is the responsibility of each employee

Every new employee must complete basic ethics training, within 60 days of hire.

Every existing employee must complete one hour of continuing education ethics training each year.

If you are a new employee, your initial one hour will also satisfy your continuing education requirement -- i.e. you need only complete one hour of training per year.

All **on-line** ethics training is begun from the HouseNet site: Click on the "personnel" tab; then click on "Ethics Training"; then click on the "houseconnect" link contained in the Online Ethics Training section. This will take you to the CAO House Learning Center page, where you will log in using the same user name and password as for the Office computer. You will then be at your personal records page with links for **on-line** ethics training.

All **live** ethics training must be pre-registered for. To pre-register, go to the HouseNet site: Click on "personnel" tab; then click on "Ethics Training"; then click on the "registerme" link contained in the Live Ethics Training section. You will then be at the CAO registration page. Keep in mind that some general CRS seminars contain an ethics segment that will satisfy your annual ethics training requirement. To prove it, make sure you sign in and stay for the whole CRS program, and receive a certificate of attendance by email after the seminar – if you can't prove it, then you'll have to do at least the ethics portion again.

New Employees:

For DC staff, the initial training MUST be at a live, in-person training session. Proof of attendance for the House (CAO) is by pre-registration for the event and completion of the sign-in sheet at the live presentation. Be warned that if you arrive late and miss the sign in period, you will not receive credits. After the event, the CAO will send you an email confirming your attendance. Please forward that email to the District Office Staff Assistant, who will place it in your personnel file for proof of attendance for the Office, and also include in your email the date, name and location of the training session you attended.

For district office staff, the initial training may be completed on line. The program runs for about one hour, and you may pause and return to it at any time. After you have watched the entire ethics training program, the House system will automatically designate you as having "completed" (aka "true") the new employee's ethics training. For compliance verification for the Office, please print the status page (i.e. the "true"/ "false" summary page), date and sign it, and get it to the District Office Staff Assistant for your personnel file.

S:drive/OfficeForms/Personnel/infosheet – ethicstraining

All Employees - Annual Training:

There are two ways to satisfy your annual ethics training requirement.

1. Live. Attend a live ethics training session in DC. Many training classes include an hour of ethics, so check the syllabus to see if another training class will also satisfy your annual ethics requirements. Verification of completion for the House is by the sign-in sheet at the live session, which will be followed-up by a confirming email. If you do not receive this email from the confirming your attendance at the training, and satisfaction of your annual ethics requirements, you need to timely follow-up with CAO. Note that if you are late to the session, and miss the sign-in sheet, then you will not get credit for attending. Verification of completion of your annual ethics training for the Office is by forwarding/attaching the attendance confirmation email from the House to the District Office Staff Assistant, and including in your cover email the date, time, location, and name of the ethics training session attended.

2. On-line. Go to your personal on-line CAO House Learning Center page. Select the ethics training module you wish to view. The program runs for about one hour, and you may pause and return to it at any time (including days/weeks later). After you have watched the entire ethics training program, the House system will automatically designate you as having "completed" the annual ethics training. For verification of compliance with your annual ethics requirements for the Office, please print the status page (i.e. the "true"/ "false" summary page), date and sign it, and get it to the Office Manager for your personnel file.

SENIOR STAFF

"Senior Staff" is defined as individuals with a salary at or above $119,953.60 for 60 days or more for the calendar year.

All new Senior Staff members must complete the "new employee" basic ethics training class, *plus* an additional hour of ethics training, addressing issues applicable to senior staff. Follow the same directions as non-senior staff, and include in your pre-registration an additional hour of senior staff training.

All existing Senior Staff members must complete "existing staff" annual ethics training, *plus* an additional hour of ethics training addressing issues applicable to senior staff once per Congress.

EXHIBIT 15

ACKNOWLEDGMENT OF RECEIPT OF EMPLOYEE HANDBOOK FOR THE OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS

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

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

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

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

8/30/10
(Date)

(Signature of Employee)

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

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Shaquinessy Murphy
Type of Leave:

(X). Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: 8:45 AM (X) PM () on March 21, 2011.
Ending: 5:54 AM ( ) PM (X) on March 24, 2011.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 4 days .

Reason for Leave: Vacation

Date: 2/14/11 Employee Signature

This Leave Request is (X) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: Date: 02-14-2011

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0005

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Shaufanay Murphy
Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 12:00 AM ( ) PM (X) on December 23, 20 10.
Ending: 6:00 AM ( ) PM (X) on December 23, 20 10.
Total number of hours (if the request is 2 hours of less) or day(s) requested: .5 day.
Reason for Leave: Christmas vacation - Travel Time

Date: 12/13/10 Shaufanay L. Murphy
Employee Signature

This Leave Request is (X) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [signature] Date: 12/13/2010

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0006

7/6/11 CONFIDENTIAL

Did not take leave.

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Shaughnessy Murphy

Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other : _____

Leave Request:

Beginning: _____ AM ( ) PM ( ) on Oct 12, 20 10.
Ending: _____ AM ( ) PM ( ) on Nov 8, 20 10.
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____.

Reason for Leave: See attached

Date: 10/12/10

Shaughnessy Murphy
Employee Signature

This Leave Request is (X) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [signature] Date: 10/12/10

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0007

13-0906_0223

CONFIDENTIAL

CAMPAIGN WORK AUTHORIZATION

I, Stephanie Murphy, request authority to engage in campaign work (during the time that I am not working in my official capacity for the Office) for:

Name of Candidate: Dino Rossi

Public Office Campaigning for: US Senate

Location of Campaign Office: Seattle, Washington

Your Duties as a Campaign Worker (Describe): Legal Assistant

I acknowledge that I have read the House Ethics Manual with regard to the rules applicable to my campaign activities; I affirm that I understand the contents of those rules, and I certify that I will comply with those rules.

Date: 10/12/10 Employee Signature

This Campaign Work Request is (X) Approved in Full

( ) Disapproved in Full

( ) Approved in part, as follows, and otherwise disapproved:

Signed: [signature] Date: 10/12/10

Process: 1) Review pgs. 10-12 of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to the Chief of Staff or Deputy Chief of Staff/District Director.

Appendix G

CMROCE-0008

EXHIBIT 16

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

- [X] Annual Leave (pgs. 34-35)
- [ ] Sick Leave (pgs. 34-36)
- [ ] Religious Holiday (pgs. 34, and 36)
- [ ] Bereavement Leave (pgs. 34, and 36)
- [ ] Military Leave (pgs. 37-39)
- [ ] Jury or Witness Duty (pgs. 34, 39 and 40)
- [ ] Leave Without Pay (LWOP) (pgs. 34, and 40)
- [ ] Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
- [ ] Comp Time (pgs. 8-9)
- [ ] Discretionary Additional Time Off (pgs. 8-10)
- [ ] Other: _____

Leave Request:

Beginning: 12 AM ( ) PM (X) on 9-2-Thurs. 20 10

Ending: 9 AM (X) PM ( ) on 9-7-Tues 20 10

Total number of hours (if the request is 2 hours of less) or day(s) requested: 1.5

Reason for Leave: Visiting family in Seattle (Monday is a federal Holiday)

Date: _____ Employee Signature: Patrick Bell

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Joel Greenberg Date: 9/16/10

Process: 1) Review designated page of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0022

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell
Type of Leave:

(x) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-35)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) -- Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other:

Leave Request:

Beginning: 10 AM ( ) PM ( ) on October 28th, 20 10
Ending: 9 AM (x) PM ( ) on November 2nd, 20 10
Total number of hours (if the request is 2 hours of less) or day(s) requested: 20 - 3days

Reason for Leave:

Date: 10/28/10 Patrick Bell
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: [signature] Date: 10/28/10

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, data and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0023

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

(X) Annual Leave (pgs. 34-35) 2 days
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
(X) Comp Time (pgs. 8-9) 3 days
( ) Discretionary Additional Time Off (pgs. 8-10)
(X) Other: Inconvenient Holidays – 2 days

Leave Request:

Beginning: 9 AM (X) PM ( ) on Thursday Dec. 23, 20 10.
Ending: 9 AM (X) PM ( ) on Monday Jan 3, 20 11.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 7.

Reason for Leave: According to my understanding of the handbook (p. 37), we receive own paid holidays for Christmas Eve and New Year's Eve. Further, I accrued 3 days comp time in Spokane. Purpose of trip is to visit family for holidays.

Date: 11/12/10 Patrick E Bell
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: [signature] Date: 11/12/10

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0024

13-0906_0228

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell
Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: 8:45 AM (X) PM ( ) on Monday April 18th, 20 11.
Ending: 8:45 AM (Y) PM ( ) on Tuesday, April 19th, 20 .
Total number of hours (if the request is 2 hours of less) or day(s) requested: 1.
Reason for Leave: Travel for my wife's Birthday

Date: 3/29/11 Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: Date: 3/29/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0025

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell
Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 900 AM (X) PM ( ) on Wed, June 8 20 11
Ending: 900 AM (X) PM ( ) on Tues, June 14 20 11
Total number of hours (if the request is 2 hours of less) or day(s) requested: 4
Reason for Leave: Visiting family and sister-in-law's high school graduation.

Date: 4/19/2011 Patrick C Bell
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Jodi Avenson Date: 4/19/11

Process: 1) Review designated page of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\Office Forms\Employee Handbook Documents\leave request

CMROCE-0026

13-0906_0230

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: 12 AM ( ) PM (X) on Fri Dec 23, 20 11.
Ending: 9 AM (X) PM ( ) on Tues Jan 3, 20 11.
Total number of hours (if the request is 2 hours of less) or day(s) requested: ~~4.5~~ 5 days

Reason for Leave:
Visiting Family for the holidays 5 days.
Dec 26th = Holiday
Jan 2nd = Holiday

Date: 8/26/11

Patrick Bell
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: [signature] Date: 8/26/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0027

13-0906_0231

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell
Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) -- Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: 10 AM ( ) PM (X) on Friday, Feb 24, 2012.
Ending: 845 AM (X) PM ( ) on Monday, Feb 27, 2012.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 1/2 Day
Reason for Leave: Going out of town for weekend.

Date: 2-24-2012 Patrick Bell
Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: Jodi Weiss Date: 2/24/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0028

13-0906_0232

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 845 AM (X) PM ( ) on Friday, March 2, 2012.
Ending: 845 AM (X) PM ( ) on Tuesday, March 6, 2012.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 2.
Reason for Leave: Flying back to Seattle for my Sister's Birthday, and to spend time w/ my family.

Date: 2-24-2012 Patrick Bell
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Todd Wines Date: 2/24/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0029

13-0906_0233

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell
Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: 8:45 AM (X) PM ( ) on Friday, April 13 20 12
Ending: AM ( ) PM ( ) on Monday, April 16 20 12
Total number of hours (if the request is 2 hours of less) or day(s) requested: 1 Day
Reason for Leave:
3-Day weekend trip for wife's Birthday.

Date: 4-10-12 Patrick Bell
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: Date: 4/11/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0030

13-0906_0234

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell
Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 9 AM (/) PM ( ) on June 22, 20 12.
Ending: 9 AM (/) PM ( ) on June 25, 20 12.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 8 hrs
Reason for Leave: Vacation to Assateague Island State Park in Maryland.

Date: 6-11-12 Patrick Bell
Employee Signature

This Leave Request is (X) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 6/11/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0031

13-0906_0235

EXHIBIT 17

ACKNOWLEDGMENT OF RECEIPT OF EMPLOYEE HANDBOOK FOR THE OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS

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

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

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

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

(Signature of Employee)

12/11/09
(Date)

(Member or Designee)

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiner

Type of Leave:

- (✓) Annual Leave (VACATION)
- ( ) Sick Leave
- ( ) Religious Holiday
- ( ) Bereavement Leave
- ( ) Military Leave
- ( ) Jury or Witness Duty
- ( ) Leave Without Pay (LWOP)
- ( ) Furlough
- ( ) Family and Medical Leave (FMLA) – Also submit the FMLA Request Form
- ( ) Comp Time
- ( ) Discretionary Additional Time Off
- ( ) Campaign Work
- ( ) Other: _____

Leave Request:

Beginning: 8 AM (✓) PM ( ) on Mar. 31 20 10

Ending: 8 AM ( ) PM (✓) on Apr. 6 20 10

Total number of hours (if less than a full day) or day(s) requested: 5 ✓

Reason for Leave: Vacation

Date: 2/24/10 Todd Weiner
Employee Signature

This Leave Request is (X) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 3/10/10

CMROCE-0033

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiner

Type of Leave:

(✓) Annual Leave
( ) Sick Leave
( ) Religious Holiday
( ) Bereavement Leave
( ) Military Leave
( ) Jury or Witness Duty
( ) Leave Without Pay (LWOP)
( ) Furlough
( ) Family and Medical Leave (FMLA) – Also submit the FMLA Request Form
( ) Comp Time
( ) Discretionary Additional Time Off
( ) Campaign Work
( ) Other: _____

Leave Request:

Beginning: 12:00 AM ( ) PM (✓) on July 1, 20 10.

Ending: 11:59 AM ( ) PM (✓) on July 6, 20 10.

Total number of hours (if less than a full day) or day(s) requested: _____.

Reason for Leave: Vacation

Date: 5/18/10 Todd Weiner
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 5/18/10

CMROCE-0034

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiner
Type of Leave:

( ) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
(✓) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 9 AM (✓) PM ( ) on Nov 24, 20 10.
Ending: 6 AM ( ) PM (✓) on Nov 29, 20 10.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 2 days.
Reason for Leave: Thanksgiving vacation

Date: 11/22/10 Todd Weiner
Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 11/22/10

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0035

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiner

Type of Leave:

(✓) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 9 AM (✓) PM ( ) on Dec. 28, 20 10.
Ending: 6 AM ( ) PM (✓) on Dec. 30, 20 10.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 3.

Reason for Leave: _____

Date: 12/23/10 Todd Weiner
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 12/27/10

Process: 1) Review designated pages of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0036

13-0906_0241

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiner

Type of Leave:

(✓) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: 9 AM (✓) PM ( ) on Apr. 20, 20 11.
Ending: 6 AM ( ) PM (✓) on Apr. 26, 20 11.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 5.

Reason for Leave: Vacation

Date: 4/1/11 Todd Weiner
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: Date: 4/14/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0037

13-0906_0242

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Winer
Type of Leave:

(✓) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: 9 AM (✓) PM ( ) on Nov. 23, 20 11.
Ending: 6 AM ( ) PM (✓) on Nov 28, 20 11.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 2 DAYS
Reason for Leave: Vacation

Date: 10/28/11 Todd Winer
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: Date:

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0038

13-0906_0243

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Winer
Type of Leave:

- (✓) Annual Leave (pgs. 34-35)
- ( ) Sick Leave (pgs. 34-36)
- ( ) Religious Holiday (pgs. 34, and 36)
- ( ) Bereavement Leave (pgs. 34, and 36)
- ( ) Military Leave (pgs. 37-39)
- ( ) Jury or Witness Duty (pgs. 34, 39 and 40)
- ( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
- ( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
- ( ) Comp Time (pgs. 8-9)
- ( ) Discretionary Additional Time Off (pgs. 8-10)
- ( ) Other :

Leave Request:

Beginning: 9 AM (✓) PM ( ) on Apr. 4, 20 12.
Ending: 11 AM ( ) PM (✓) on Apr. 10, 20 12.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 5 days
Reason for Leave: Vacation

Date: 3/30/12 Todd Winer
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: Date: 3/29/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leaverequest

CMROCE-0039

13-0906_0244

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiser

Type of Leave:

(✓) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 9 AM (✓) PM ( ) on JUL 5, 20 12.
Ending: 6 AM ( ) PM (✓) on JUL 10, 20 12.
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____.

Reason for Leave: Vacation

Date: 7/2/12 Todd Weiser
Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [signature] Date: 7/3/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leaverequest

CMROCE-0040

13-0906_0245

EXHIBIT 18

CONFIDENTIAL

ACKNOWLEDGMENT OF RECEIPT OF
EMPLOYEE HANDBOOK FOR THE
OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS

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

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

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

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

12/28/10
(Date)

(Signature of Employee)

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

CMROCE-0078

13-0906_0247

CONFIDENTIAL

Chief Administrative Officer

REQUEST FOR LEAVE

Name: Jeremy Deitch

Office: Congressman McMorris Rodgers

Leave Request Date: 6/19/09

Type of Leave:	Hours:	Date(s) Leave Requested:
Annual (V):	4	6/19/09
Sick (S):		
Administrative (A):		
PACE (P):		
FML (F):		
Bereavement:		
Military (M):		
Other:		
Total hours requested:	4	Reason: Nephew's Graduation

Reason for Leave:

Employee Signature:

This Leave Request is (mark one): ☐ Approved ☐ Disapproved

If disapproved, state reason:

Supervisor's Signature: _____ Date: _____

A copy of this Leave Request should be retained by both employee and supervisor

Family and Medical Leave

Specific conditions may qualify an employee for Family and Medical Leave (FML).
Please indicate the reason for requesting leave under the Family and Medical Leave Act.
Medical certification may be required before FML will be approved.

Employee's own serious health condition ☐
Serious illness of employee's spouse, child, or parent ☐
Birth, adoption, or foster child placement ☐

Human Resources Approval: _____ Date: _____

CMROCE-0079

13-0906_0248

CONFIDENTIAL

REQUEST FOR LEAVE

Chief Administrative Officer

Name: Jeremy Deutsch

Office: CMR

Leave Request Date: 9/20/09

Type of Leave:	Hours:	Date(s) Leave Requested:
Annual (V):		
Sick (S):	X	FU 9/23
Administrative (A):		
PACE (P):		
FML (F):		
Bereavement:		
Military (M):		
Other:		
Total hours requested:	2.15 mins.	

Employee Signature: [signature]

This Leave Request is (mark one): ☐ Approved ☐ Disapproved

If disapproved, state reason:

Supervisor's Signature: _____ Date: _____

A copy of this Leave Request should be retained by both employee and supervisor

Family and Medical Leave

Specific conditions may qualify an employee for Family and Medical Leave (FML).
Please indicate the reason for requesting leave under the Family and Medical Leave Act.
Medical certification may be required before FML will be approved.

Employee's own serious health condition	☐
Serious illness of employee's spouse, child, or parent	☐
Birth, adoption, or foster child placement	☐

Human Resources Approval: _____ Date: _____

Revised 3/14/2007

CMROCE-0080

13-0906_0249

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Jeremy Deutsch
Type of Leave:

(✓) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 8:30 (AM) ( ) PM ( ) on 10/19, 20 10
Ending: 6:30 AM ( ) (PM) ( ) on 11/3, 20 10
Total number of hours (if the request is 2 hours of less) or day(s) requested: 11 days
Reason for Leave: Vacation

Date: 10/11/10

Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: _____

Process: 1) Review designated page of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0081

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Jeremy Deutsch
Type of Leave:

- [X] Annual Leave (pgs. 34-35)
- [ ] Sick Leave (pgs. 34-36)
- [ ] Religious Holiday (pgs. 34, and 36)
- [ ] Bereavement Leave (pgs. 34, and 36)
- [ ] Military Leave (pgs. 37-39)
- [ ] Jury or Witness Duty (pgs. 34, 39 and 40)
- [ ] Leave Without Pay (LWOP) (pgs. 34, and 40)
- [ ] Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
- [ ] Comp Time (pgs. 8-9)
- [ ] Discretionary Additional Time Off (pgs. 8-10)
- [ ] Other:

Leave Request:

Beginning: 845 AM (X) PM ( ) on 10/26, 10/27, 10/28, 10/30 (2011)
Ending: 545 AM ( ) PM (X) on 11/1, 20
Total number of hours (if the request is 2 hours of less) or day(s) requested: 5

Reason for Leave: Vacation

Date: 11/8/11 X Employee Signature

This Leave Request is [X] Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: X Date: 11/11/11

Process: 1) Review designated page of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0062

13-0906_0251

CONFIDENTIAL

Deutsch, Jeremy

From: Deutsch, Jeremy
Sent: Friday, November 11, 2011 3:44 PM
To: Kargopoltseva, Mariya
Subject: Vacation Time

Mariya:
Can you help me with my vacation leave form...I would like to retroactively report the following days as vacation:

10/26
10/27
10/28
10/31
11/1

Thank you,

Jeremy Deutsch
Chief of Staff
Congresswoman Cathy McMorris Rodgers (WA-05)
2421 Rayburn House Office Building · Washington, DC 20515

E | [redacted]@mail.house.gov
T | 202.225.2006
W | www.mcmorrisrodgers.house.gov

CMROCE-0083

13-0906_0252

EXHIBIT 19

SPEECH READ-AHEAD

To: CMR

From: Todd

Date: Saturday, June 12, 2010

Re: **Republican State Convention**

Notes: **5 mins**...Per Jeremy, this could be similar to your speech at the Cascade Convention...I should mention Glenn Anderson called your Cascade speech "excellent" and requested a video copy of it.

TW_0461
13-0906_0254

SPEECH READ-AHEAD

To: CMR

From: Todd

CC: Jeremy/David

Date: Thursday, August 12, 2010

Re: SPOKANE PONDEROSA WOMEN'S LUNCHEON

Notes: 10 mins

TW_0496
13-0906_0255

COMMUNICATIONS READ-AHEAD

To: CMR

From: Todd

Date: Friday, September 10, 2010

Re: Talking points for Victory Center Opening and Campaign team conference call with County Chairs and Sign Captains

Notes: 5-10 mins...I have borrowed heavily from your Top of the Morning speech and your statement filing for reelection...Note that I would recommend not doing the American Dream poll for the conference call (since you won't be able to see the show of hands).

****COMMUNICATIONS READ-AHEAD****

To: CMR

Date: Friday, October 15, 2010

Re: Dino Rossi Birthday Breakfast

Where: Spokane Club – 1002 W. Riverside

Notes: **5 mins…You will give the welcoming remarks and introduce Dino Rossi…Rossi will then speak and introduce the special guest,** Sen. John Thune…Audience is about 125 people.

TW_0537
13-0906_0257

SPEECH READ-AHEAD

To: CMR

From: Todd

Date: Wednesday, November 3, 2010

Re: Speech for Donor/Volunteer Appreciation Brunch

Notes: This will be a 10-min. speech to volunteers, family and supporters. This speech assumes Republicans win back the House...I have not included any mention of the Murray/Rossi race, given the uncertainty there as of Monday, but the results are in, it would be good to mention, either way (either thanking Rossi for running a great race, or saying you're looking forward to working with him in Washington, D.C.)...There are 2 statistics in the speech that will need to be filled in on Monday (the number of House seats the Republicans picked up and the total number of House Republicans in the 112th Congress).

SPEECH READ-AHEAD

To: CMR

From: Todd/Riva

Date: Tuesday, November 2, 2010

Re: Election Night Victory Speech

Where: Davenport Hotel, Spokane, WA

Notes: 5 mins...This speech assumes 1) Republicans win back the House, and 2) The outcome of the Murray/Rossi race will still be unclear. If either of those things change, the remarks will need to be updated.

Memo

To: CMR

From: Todd

Date: 4/15/2011

Re: Top of the Morning (SECOND DRAFT)

UPDATED, APR. 15, 2011

I've incorporated your edits and revised the outline. I've also attached the copy with your hand-written notes.

Topic Outline:

*Success of 2010 Election
*New Majority's constitutional principles
*American Dream (What is the American Dream?)
*Debt Threat
*Budget Deal/FY'12 Budget
*Health Care
*Freedom = Competitiveness
*Energy Independence
*Call to preserve the Dream

Top of the Morning Schedule:

Tues, Apr. 19 Walla Walla

Thurs, Apr. 21 Spokane

Tues, Apr. 26 Colville

SPEECH READ-AHEAD

To: CMR

From: Todd

CC: Jeremy/Kristina

Date: Thursday, August 11, 2011

Re: PONDEROSA

Notes:

10 mins

Per Jeremy, "the general theme for all of your GOP speeches should be how we are turning the ship around and what a difference one year makes... Since it is women, we can talk about how awesome the GOP women are and our efforts there too."

We are also working to share the GOP women's video with them (2 mins).

TW_0236
13-0906_0261

SPEECH READ-AHEAD

To: CMR

From: Todd

CC: Jeremy/Kristina

Date: Wednesday, August 17, 2011

Re: Pink Flamingo Speech

Notes:

15-20 mins

Per Jeremy, "the general theme for all of your GOP speeches should be how we are turning the ship around and what a difference one year makes."

TW_0246
13-0906_0262

SPEECH READ-AHEAD

To: CMR

From: Todd

CC: Jeremy, Dawn, Jessica

Date: Thursday, August 9, 2012

Re: Pink Flamingo Speech

Notes:

15-20 mins

After playing around with it for a long time, I ended up sticking with a slightly-reworked version of the Top of the Morning speech. I think it strikes a good balance of "This is who I am, this is what I see as the challenges before us, and here is what I think we should be doing to address those challenges."

Per your suggestion about including some language on Milton Friedman's philosophy, I tried creating a "really big picture" section starting with Obama's "you didn't build that" remark and leading to some of your language from the Defending the Dream Summit" ("earned success," etc) but I really struggled finding a way to weave that in while also talking about things like Fairchild and the N/S Freeway (which I think would be considered more appropriate for this audience). Besides, adding that language might make the speech too long on the "things are really bad" theme, prolonging the need to get to us the positive section.

However, I've included this "really big picture" language at the end (starting on P. 13) in case you want to review it and work together on a way to incorporate it.

COMMUNICATIONS READ-AHEAD

To: CMR

From: Todd

CC: Jeremy/Dick/Riva

Date: February 27, 2012

Re: Upcoming Lincoln Day Speeches

Notes:

I have drafted a Lincoln Day speech incorporating some of the themes I mentioned during our Feb. 13 retreat, along with a few others – namely (in no particular order):

- "Reformer" vs. "More of the same"
- "Putting people first, not government"
- "Keystone economy, not Solyndra economy"
- Cathy is a uniter/connecter, "I don't represent the 99% or 1%, I represent the 100%"
- Positive agenda for next term – BBA, other stuff

And so, using those themes, here is the outline of my draft:

- Importance of 2012
- "America is great because America is good"
- Lincoln's principles – freedom & opportunity, limited government
- Under Obama, govt has strayed from those principles
- Economy is lousy/Debt is rising
- American Dream is threatened ("I've lived that Dream")
- Obama plan to raise taxes will make things worse
- "What we need is real change" / "back to basics"
- GOP agenda should be rooted in "common sense":
- 1) Reduce spending/debt through Balanced Budget Amendment
- 2) Grow economy through Ryan Plan
- 3) "Keystone Economy v. Solyndra Economy"

TW_0281
13-0906_0264

SPEECH READ-AHEAD

To: CMR

From: Todd

CC: Jeremy, Dawn

Date: Friday, August 24, 2012

Re: Speeches at Convention events (breakfasts, meetings, etc.

NOTES:

I've drafted a standard stump speech outline that can be used at most of the events in Tampa (such as delegation breakfasts, etc). Basically, I've just updated the outline from your Colorado trip, including the background material.

TW_0765
13-0906_0265

SPEECH READ-AHEAD

To: CMR

From: Todd

CC: Jeremy/Dawn

Date: Thursday, September 27, 2012

Re: New Hampshire trip

NOTES:

On Thursday, you will be in NH headlining two women Romney events.

I've attached the points we used for similar events in Nevada and Colorado.

I've been told the Romney campaign will be sending additional briefing documents.

TW_0813
13-0906_0266

SPEECH READ-AHEAD

To: CMR

Fr: Todd

Date: Wednesday, November 1, 2012

Re: Speech for McKenna Fundraiser

Notes:

- You are introducing McKenna
- 5-10 mins
- Bill Hyslop will introduce you.

EXHIBIT 20

McGuireWoods LLP
2001 K Street N.W.
Suite 400
Washington, D.C. 20006-1040
Tel 202.857.[redacted]
Fax 202.857.1737
www.mcguirewoods.com

elliot s. berke
Direct: 202.828[redacted]

McGUIREWOODS

[redacted]@mcguirewoods.com
Fax: 202.857.2990

November 14, 2013

Kedric L. Payne
Office of Congressional Ethics
425 3rd Street SW
Suite 1100
Washington, DC 20024

RE: REQUEST FOR INFORMATION

Dear Mr. Payne:

As I mentioned during your recent interview of Jeremy Deutsch, documents were recently discovered by Mr. Deutsch on Congresswoman McMorris Rodger's personal office S:\drive (WA05CM)\COMMUNICATIONS\Todd Winer. These documents appear to reflect campaign activity by Todd Winer, a former employee of Congresswoman McMorris Rodgers's personal office, including during his prior employment with Senator Kay Bailey Hutchison. Because these documents could be relevant to your inquiry, and in the interest of providing full cooperation with your office, we produce them to you today.

Prior to the discovery of these documents, Mr. Deutsch, Congresswoman McMorris Rodgers, and all known employees of the House Republican Conference or her personal office were unaware that they were located on the personal office drive. Their placement on the personal office drive was not consistent with the stated House Republican Conference or her personal office policy.

I look forward to discussing the enclosed information with you at your convenience. Please do not hesitate to contact me at (202) 828-[redacted] should you have any additional questions.

Sincerely,

Elliot S. Berke

Enclosures

RECEIVED
NOV 14 2013
OFFICE OF CONGRESSIONAL ETHICS

EXHIBIT 21

Gmail by Google

Todd Winer <[redacted]@gmail.com>

ADVISORY: McMorris Rodgers to Kick Off Re-Election Campaign
1 message

Todd Winer [redacted]@gmail.com> Fri, Mar 30, 2012 at 9:23 AM
To: [redacted]@mail.house.gov

FOR PLANNING PURPOSES Contact: Riva Litman

March 30, 2012 925-963-[redacted]

MEDIA ADVISORY

Cathy McMorris Rodgers to
Kick Off Re-Election Campaign

NOTICE: These are private events that are open to the press. To attend, members of the press must RSVP with Riva Litman.

To schedule an interview with Rep. McMorris Rodgers, please contact Riva Litman.

Schedule for Rep. Cathy McMorris Rodgers:

Tuesday, April 3 – Colville

12:00-1:30PM **Top O' the Morning**
AG Trade Center
NE WA Fairgrounds
411 West Astor
Colville, WA

Wednesday, April 4 – Walla Walla

-

12:00-1:30 PM **Top O' the Morning**

Marcus Whitman

6 West Rose Street

Walla Walla, WA

Thursday, April 5 – Spokane

-

7:30-9:00 AM **Top O' the Morning**

Doubletree Hotel

322 North Spokane Falls Court

Spokane, WA

EXHIBIT 22

Gmail by Google

Todd Winer <[redacted]@gmail.com>

Returned mail: User unknown

1 message

postoffice <postoffice> Mon, Apr 2, 2012 at 9:21 AM
To: Todd Winer <[redacted]@gmail.com>

The original message was received at 2012-04-02 06:17:56 -0700
from postoffice.hsd1.wa.comcast.net. [10.0.0.1]

----- The following addresses had permanent fatal errors -----
<[redacted]@robinsonnews.com>

-----Transcript of session follows -----
... while talking to postoffice.hsd1.wa.comcast.net.:
>>> RCPT To:<[redacted]@robinsonnews.com>
<<< 550 5.1.1 unknown or illegal alias: [redacted]@robinsonnews.com
550 <[redacted]@robinsonnews.com>... User unknown

Final-Recipient: RFC822; [redacted]@robinsonnews.com
Action: failed
Status: 5.1.1
Remote-MTA: DNS; postoffice.hsd1.wa.comcast.net.
Diagnostic-Code: SMTP;550 5.1.1 unknown or illegal alias: [redacted]@robinsonnews.com
Last-Attempt-Date: 2012-04-02 06:17:56 -0700

---------- Forwarded message ----------
From: Todd Winer <[redacted]@gmail.com>
To: Todd Winer <[redacted]@gmail.com>
Cc:
Date: Mon, 2 Apr 2012 09:20:24 -0400
Subject: ADVISORY: McMorris Rodgers to Kick Off Re-Election Campaign *TOMORROW*

FOR PLANNING PURPOSES Contact: Riva Litman

April 2, 2012 925-963-[redacted]

MEDIA ADVISORY

Cathy McMorris Rodgers to

Kick Off Re-Election Campaign

NOTICE: These are private events that are open to the press. To attend, members of the press must RSVP with Riva Litman.

To schedule an interview with Rep. McMorris Rodgers, please contact Riva Litman.

Schedule for Rep. Cathy McMorris Rodgers:

Tuesday, April 3 – Colville

12:00-1:30PM **Top O' the Morning**
AG Trade Center
NE WA Fairgrounds
411 West Astor
Colville, WA

Wednesday, April 4 – Walla Walla

12:00-1:30 PM **Top O' the Morning**
Marcus Whitman
6 West Rose Street
Walla Walla, WA

Thursday, April 5 – Spokane

7:30-9:00 AM **Top O' the Morning**
Doubletree Hotel
322 North Spokane Falls Court
Spokane, WA

EXHIBIT 23

CONFIDENTIAL

April 03, 2012
Tuesday

All Day	DISTRICT WORK WEEK
10:30 AM - 10:45 AM	*7:30AM PST* Live Phone INTERVIEW w/ Mark Rattner, Bud Nameck, Kristi Gorenson, KXLY 920 AM Radio Call-In #: 800-920-[redacted] TOPIC Campaign kickoff, etc.
12:30 PM - 2:00 PM	*9:30AM PST* Drive Time to Colville STAFF Richard Leland
2:00 PM - 2:15 PM	*11:00AM PST* INTERVIEW w/ Michelle Dupler, Tri-City Herald POC Michelle Dupler 509-582-[redacted] or 509-947-[redacted] TOPIC War on Women, District events/updates
2:15 PM - 3:00 PM	*11AM HOUR* In-person RADIO INTERVIEW w/ Eric Carpenter, KCVL -- 187 Mantz Rickey Road Colville WA 99114-9562 POC Eric Carpenter 509-684-[redacted] TOPIC District events/updates
2:15 PM - 3:00 PM	TENTATIVE *11:00AM HOUR* In-Person INTERVIEW w/ Jamie Henneman, The Statesman-Examiner -- 220 South Main Street Colville WA 99114-2408 TOPIC District events/updates
3:00 PM - 4:30 PM	*12:00 PM PST* Official 2012 Campaign Kickoff Tour @ Spokane Top O' the Morning -- AG Trade Center, NE WA Fairgrounds 411 West Astor, Colville, WA 99114 LOCATION AG Tarde Center NE WA Fairgrounds 411 West Astor Colville, WA 99114
4:30 PM - 5:30 PM	*1:30PM PST* Business Roundtable (Colville) -- 986 South Main Street Colville WA 99114-2513
5:30 PM - 7:00 PM	*2:30PM PST* Drive Time to Spokane STAFF Richard Leland

RLOCE-0209

13-0906_0277

CONFIDENTIAL

April 04, 2012
Wednesday

All Day	DISTRICT WORK WEEK
All Day	Sen. Dick Lugar (Ind) 1932
11:00 AM - 2:00 PM	*8:00AM PST* Drive Time to Walla Walla STAFF Richard Leland
12:05 PM - 12:15 PM	*9:05AM PST* Phone INTERVIEW w/ Jim Bock, KUJ Radio Call-in #: 509-527-[redacted] TOPIC District events/updates/campaign kickoff
2:00 PM - 3:00 PM	*11:00AM HOUR* INTERVIEW w/ Emily Jacks, KTEL Radio -- 13 1/2 Main St. Walla Walla WA POC Emily Jacks 509-235-[redacted] TOPIC District events/updates
2:00 PM - 3:00 PM	*11:00AM HOUR* INTEVIEW w/ John McCallum, Cheney Free Press POC John McCallum 509-235-[redacted] TOPIC District events/updates
3:00 PM - 4:30 PM	*12:00 PM PST* Official 2012 Campaign Kickoff Tour @ Spokane Top O' the Morning -- Marcus Whitman, 6 West Rose St. Walla Walla, WA 99362 LOCATION Marcus Whitman 6 West Rose Street Walla Walla, WA 99362
4:30 PM - 5:30 PM	*1:30PM PST* Business Roundtable (Walla Walla) -- 29 East Sumach Street Walla Walla WA 99362-1932
5:30 PM - 8:00 PM	*2:30PM PST* Drive Time to Spokane STAFF Richard Leland
8:00 PM - 10:00 PM	*5:00PM PST* Drinks & Dinner w/ Dr. Schweitzer -- Churchill's

CONFIDENTIAL

April 05, 2012 Thursday	
All Day	DISTRICT WORK WEEK
All Day	Rep. Peter King (NY/3rd) 1944; Rep. Reid Ribble (Wis/8th) 1956
10:30 AM - 12:00 PM	*7:30 AM PST* Official 2012 Campaign Kickoff Tour @ the Spokane Top O' the Morning -- Doubletree Hotel Spokane 322 North Spokane Falls Court, Spokane, WA 99201 LOCATION Doubletree Hotel Spokane 322 North Spokane Falls Court Spokane, WA 99201
12:30 PM - 1:00 PM	*9:30AM PST* In-person INTERVIEW w/ Chris Stein, Pacific Northwest Inlander -- 9 South Washington Street, Suite 400 Spokane WA 99201-3719 POC Chris Stein 509-325-[redacted] ext. [redacted] TOPIC District events/updates
12:30 PM - 1:00 PM	*9:30AM PST* In-person INTERVIEW w/ Thomas Clouse et al., The Spokesman Review -- 999 West Riverside Avenue Spokane WA 99201-1006 POC Thomas Clouse 509-459-[redacted] TOPIC District events/updates
1:00 PM - 1:15 PM	*10:00AM PST* Taped INTERVIEW; KXLY TV -- 500 West Boone Avenue Spokane WA 99201-2404 POC 509-324-[redacted]
7:00 PM - 7:15 PM	*4:00PM PST* In-person INTERVIEW w/ Mike Fitzsimmons, KXLY -- 500 West Boone Avenue Spokane WA 99201-2404 POC 509-459-[redacted]

April 06, 2012 Friday	
All Day	DISTRICT WORK WEEK
All Day	Rep. Michele Bachmann (MN/6th) 1956

EXHIBIT 24

From: Berke, Elliot S. <[redacted]@mcguirewoods.com>
Sent: Wednesday, November 6, 2013 2:38 PM
To: Payne, Kedric <[redacted]@mail.house.gov>
Subject: Riva Litman Supplemental Production
Attach: Active_52190919_1_RLOCE - Production, [0209-0234] suppl.PDF

Kedric: On behalf of Riva Litman, please find attached a travel calendar for April 2012 and November 2012. As you will to see it includes both official and political meetings and events. In April, Ms. Litman attended the Top of the Morning (before work) , and the two political lunches (on her lunch time). The rest of the time she accompanied the Congresswoman at official functions, and therefore maintained a full official schedule. We believe in total she attended 19 meetings/events during this time – 16 of them official and three political (the latter during her free time). In November, she worked a full official schedule in the district office, and then volunteered on political matters during her free time. Based on this refreshed recollection, she no longer believes that she took leave for this time.

All travel and expenses were therefore paid out of the official account (MRA). Reimbursements attached for your review (April 2012 $313.52) and (November $109.05). Supervisors signed the expense forms. Todd Winer's initials are on the April reimbursement sheet but not for some unknown reason on the November form.

Please let me know if you have any additional questions.

Elliot S. Berke
Partner & Co-Chair of Political Law Group
McGuireWoods LLP
2001 K Street, N.W., Suite 400
Washington, DC 20006-1040
(202) 828-2814 [redacted] Line
(202) 828-2990 Direct FAX

[redacted]@mcguirewoods.com
http://www.mcguirewcods.com

This e-mail may contain confidential or privileged information. If you are not the intended recipient, please advise by return e-mail and delete immediately without reading or forwarding to others.

EXHIBIT 25

ACKNOWLEDGMENT OF RECEIPT OF EMPLOYEE HANDBOOK FOR THE OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS

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

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

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

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

08/30/2010
(Date)

(Signature of Employee)

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

~~CONFIDENTIAL~~

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva B. Litman

Type of Leave:

- (✓) Annual Leave
- ( ) Sick Leave
- ( ) Religious Holiday
- ( ) Bereavement Leave
- ( ) Military Leave
- ( ) Jury or Witness Duty
- ( ) Leave Without Pay (LWOP)
- ( ) Furlough
- ( ) Family and Medical Leave (FMLA) – Also submit the FMLA Request Form
- ( ) Comp Time
- ( ) Discretionary Additional Time Off
- ( ) Campaign Work
- ( ) Other: _____

Leave Request:

Beginning: 8:00 AM (✓) PM ( ) on 09/23/2010, 2010.

Ending: 6:00 AM ( ) PM (✓) on 09/24/2010, 2010.

Total number of hours (if less than a full day) or day(s) requested: _____.

Reason for Leave: Wedding / Family visit

Date: 09/09/2010 _____
Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 9/9/10

CMROCE-0010

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva B. Litman

Type of Leave:

( ) Annual Leave (pgs. 34-35)
(✓) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 9:00 AM (✓) PM ( ) on November 10, 20 10.
Ending: 1:00 AM ( ) PM (✓) on November 10, 20 10.
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____.

Reason for Leave: SICK (CROHN'S DISEASE)

Date: 11/19/2010 Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 11/19/2010

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0011

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva B. Litman

Type of Leave:

( ) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
(√) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 9:00 AM (√) PM ( ) on November 22, 2010.
Ending: 10:00 AM ( ) PM (√) on November 24, 2010.
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____

Reason for Leave: Family visit in California

Date: 11/19/2010 Employee Signature

This Leave Request is (√) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Todd Iwema Date: 11/19/2010

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0012

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Rina Litman

Type of Leave:

(X) Annual Leave (pgs. 34-35) 5 days
(X) Sick Leave (pgs. 34-36) 5 days
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
(X) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B) 4 days as per Cas
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: _____ AM ( ) PM ( ) on 1 Feb, 20 11.
Ending: _____ AM ( ) PM ( ) on 18 Feb, 20 11.
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____.

Reason for Leave: _____

Date: 1/31/11 Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Judd Weiner Date: 1/31/11

Process: 1) Review designated page of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0013

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Rita Litman
Type of Leave:

(x) Annual Leave (pgs. 34-35) 5 days
( ) Sick Leave (pgs. 34-36) 5 days
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
(x) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B) 4 days as per CoS
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: _____ AM ( ) PM ( ) on 1 Feb, 20 11.
Ending: _____ AM ( ) PM ( ) on 18 Feb, 20 11.
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____.
Reason for Leave: _____

Date: 1/31/11

Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [signature] Date: 1/31/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0014

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva Litwack

Type of Leave:

- (X) Annual Leave (pgs. 34-35) 6 days
- ( ) Sick Leave (pgs. 34-35)
- ( ) Religious Holiday (pgs. 34, and 36)
- (X) Bereavement Leave (pgs. 34, and 36) 5 days
- ( ) Military Leave (pgs. 37-39)
- ( ) Jury or Witness Duty (pgs. 34, 39 and 40)
- ( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
- (X) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B) 12 days Type C paid
- ( ) Comp Time (pgs. 8-9)
- ( ) Discretionary Additional Time Off (pgs. 8-10)
- ( ) Other: _____

Leave Request:

Beginning: 5/21 AM ( ) PM ( ) on _____, 20 11.
Ending: 6 p.m. AM ( ) PM ( ) on _____, 20 11.
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____.

Reason for Leave: Care for mother / death of mother

Date: 05/11/2011 Employee Signature

This Leave Request is (X) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Todd Wasserman Date: 5/11/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0015

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva Belle Litman
Type of Leave:

( ) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
(✓) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
(✓) Other: Comp time for working between XMas-New Years. (per JDD)

Leave Request:

Beginning: 9 AM (✓) PM ( ) on March 7, 2012
Ending: 6 AM ( ) PM (✓) on March 7, 2012
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____
Reason for Leave: Wedding in Miami, FL

Date: 02/27/2012 Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Jodi Wren Date: 2/27/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0016

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva BelleLitman

Type of Leave:

(✓) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 9 AM (✓) PM ( ) on February 21, 20 12
Ending: 10 AM ( ) PM (✓) on February 21, 20 12
Total number of hours (if the request is 2 hours of less) or day(s) requested: 1

Reason for Leave: Family visit to CA

Date: 02/27/2012 Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 2/27/12

Employee: 1) Review designated pages of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0017

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: RIVA BELLE LITMAN

Type of Leave:

(✓) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) -- Also submit FMLA Request (App. B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: 8:45 AM (✓) PM ( ) on OCTOBER 4, 20 12
Ending: 5:45 AM ( ) PM (✓) on OCTOBER 5, 20 12
Total number of hours (if the request is 2 hours of less) or day(s) requested:

Reason for Leave: MAID OF HONOR IN BEST FRIEND'S WEDDING (IN NEW ORLEANS, LA).

Date: 09/18/2012 Employee Signature

This Leave Request is (✓) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: Date: 9/19/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

CMROCE-0018

EXHIBIT 26

Gmail by Google

Todd Winer <[redacted]@gmail.com>

ADVISORY: McMorris Rodgers Available for Interviews During Campaign Swing

1 message

Todd Winer [redacted]@gmail.com> Tue, Oct 30, 2012 at 5:33 PM
To: [redacted]@hotmail.com, "Winer, Todd" [redacted]@mail.house.gov>

MEDIA ADVISORY:

McMorris Rodgers Available for Interviews

During Final Week of Campaign

She Will Be in Spokane, Spokane Valley, Walla Walla,

Pullman, Clarkston, Colfax, Pomeroy, & Davenport

What:

Rep. Cathy McMorris Rodgers (WA-05) is available for interviews during the final week of her re-election campaign. Starting Thursday, November 1 and continuing through Election Day, she will be on a busy swing through Eastern Washington, with events in Spokane, Spokane Valley, Walla Walla, Pullman, Clarkston, Colfax, Pomeroy, and Davenport.

To schedule an interview with the Congresswoman, or learn more about her campaign events, contact Todd Winer at 703-624-[redacted].

Thursday, November 1

Events in Spokane and Spokane Valley

Friday, November 2

Events in Colfax, Pullman, and Clarkston

Saturday, November 3

Events in Pomeroy and Walla Walla

Sunday, November 4

No events

Monday, November 5

Events in Spokane and Davenport

Tuesday, November 6

Events in Spokane

Contact:

Todd Winer

[redacted]@gmail.com

703-624-[redacted]

EXHIBIT 27

November 05, 2012
Monday

7:25 AM - 12:12 PM	**RBL to fly Delta 2359/1037 DCA - GEG** Dep DCA 7:35 AM EST Arr SLC 10:24 AM MST Dep SLC 11:25 AM MST Arr GEG 12:12 PM PST RBL Confirmation: [redacted] Seat 1: 42A Seat 2: 12E
12:30 PM - 1:00 PM	**12:30 PST RBL to check into the Davenport -- Davenport Hotel, 10 South Post St., Spokane, WA 99201** LOCATION 10 South Post Street Spokane, WA 99201 509-455-[redacted] (O)
2:00 PM - 2:45 PM	***En Route* CMR Whip Conference Call** CALL INFO Phone: 1-877-384-[redacted] Pass code: [redacted] RSVP YES Rep. Jeff Miller Rep. Lamar Smith Rep. Pat Tiberi Rep. Cory Gardner Gary Andres, on behalf of Fred Upton Rep. Kay Granger Regrets
2:30 PM - 2:45 PM	***En Route* *Interview* w/ Rich Rydell Show** Live phone interview with Rick Rydell, KXLY Radio TIME: 11:40 AM (10-15 mins) CALL-IN NUMBER: 800-920-[redacted]. Backup: 800-920-[redacted] LOCATION: From the car, en route to next appointment POC: Rick Rydell, [redacted]@kxly.com, 509-258-[redacted] TOPIC: News of the Day/Your re-election campaign NOTES: Like the others, this should be a friendly, straightforward interview.
3:00 PM - 3:15 PM	***En Route* *Phone Interview* w/ Shari Rendall, Concerned Women for America** Recorded phone interview with Shari Rendall, Concerned Women for America TIME: 12:00 PM (10 mins)

November 05, 2012 Continued
Monday

PHONE NUMBER: 1-800-292-[redacted]

LOCATION: From the car, en route to next appointment

TOPICS: Women (issues they care about, candidates for office, recruiting more Republican women, trends in WA state, etc.

NOTES: CWA is the nation's largest public policy women's organization with a rich 32-year history of helping its members across the country bring Biblical principles into all levels of public policy. They are probably best for known for being a strong voice for pro-life women. Sheri is CWA's Director of Legislation and Public Policy (she is not a reporter). She is hoping to use clips from your interview in a video CWA is producing. For background, see one-pager of bullets Riva prepared in the back of this memo.

3:45 PM - 4:00 PM — 3:45 PM PST Phone *Interview* w/ Mike Fitzimmons Show
Please Call :509-326-[redacted]

6:15 PM - 6:45 PM — *En Route* *Phone Interview* w/ Mark Smith of the Davenport Times
Please Call: 509-725-[redacted]

CONFIDENTIAL

November 06, 2012
Tuesday

11:00 AM - 11:15 AM — **Call in *Interview* w/ Huckabee Show**
Taped phone interview with Gov. Mike Huckabee, The Mike Huckabee Radio Show

TIME: 8:00 am PT (6-8 mins)

CALL-IN NUMBER: 972-458-[redacted]

BACK-UP NUMBERS: 972-448-[redacted], OR 972-387-[redacted]

LOCATION: From anywhere

POC: Casey Acevedo, 616-560-[redacted]

TOPIC: Presidential campaign/News of the Day

NOTES: They're aware of the Politico article which came out on Nov. 1, so the Conference Chair race might come up, although it's not likely. You did the Huckabee Show in August and September. They're friendly.

10:45 PM - 11:00 PM — ***Phone Interview* with Anita Kissée, TVW Reporter -- Davenport Hotel Victory Party**
Phone interview with Anita Kissée, TVW Reporter

TIME
Approximately 7:45 PM PT (she is flexible; the call can be made anytime that night)

CALL IN NUMBER
360-586-[redacted]

TOPIC
Election Night Reactions

DURATION
5-10 minutes

NOTES
If the call is made at 7:45, it will probably be live; if not 7:45, it will probably be recorded.

There will also certainly be other requests will come in on Tuesday. More details to come.

CONFIDENTIAL

November 07, 2012
Wednesday

8:30 AM - 8:40 AM
KXLY TV Interview -- 500 West Boone Avenue Spokane WA 99201-2404
LOCATION: 500 W. Boone

POC:Chelsie; 509-386-[redacted], Riva Litman, 925-963-[redacted]

TOPIC: Your re-election/Presidential campaign

8:40 AM - 8:50 AM
KXLY Radio Interview -- 500 West Boone Avenue Spokane WA 99201-2404
LOCATION: 500 W. Boone

POC: Chelsie; 509-386-[redacted], Riva Litman, 925-963-[redacted]

TOPIC: Your re-election/Presidential campaign

9:00 AM - 9:15 AM
KHQ Interview -- 1201 West Sprague Avenue Spokane WA 99201-4102
LOCATION: 1201 W Sprague Ave

POC: Beverley; 509-448-[redacted], Riva Litman, 925-963-[redacted]

TOPIC: Your re-election/Presidential campaign

9:30 AM - 9:50 AM
KREM Interview -- 4103 South Regal Street Spokane WA 99223-7737
LOCATION: 4103 S. Regal

POC: Trinity; 509-838-7350; 509-838-[redacted]; Riva Litman, 925-963-[redacted]

TOPIC: Your re-election/Presidential campaign

1:30 PM - 10:55 PM
***1:30 PM PST* CMR, JDD, SPM & RBL to fly Delta 1488 / 2164 GEG - DCA**
Dep GEG 1:30 PM PST
Arr MSP 6:22 PM CST
Dep MSP 7:25 PM CST
Arr DCA 10:55 PM EST

CMR Confirmation #: [redacted]
Seat 1: 7C
Seat 2: 14B

JDD Confirmation #: [redacted]
Seat 1: 7D
Seat 2: 14E

SPM Confirmation: [redacted]
Seat 1: 8C
Seat 2: 14A

RBL Confirmation: [redacted]
Seat 1: 21F
Seat 2: 14D

RLOCE-0215

13-0906_0300

EXHIBIT 28

CONFIDENTIAL

Thursday, November 1

7:30 – 9:00 am	Attend Applied Sciences Laboratory Update Breakfast
9:15 – 9:45 am	Meeting with Luke Esser
10:00 – 11:00 am	Joint Appearance with McKenna at Victory HW
11:15 – 11:40 pm	Coffee with Dave Chally, National Electrical Association
11:45 am – 1:30 pm	AVISTA Lunch and Q&A with Employees
2:00 – 3:00 pm	Tour LB Forster Plant
3:30 – 4:30 pm	Tour Ambulatory Surgery Center

Friday, November 2

8:45 – 9:30 am	Business Roundtable in Colfax
9:30 – 10:15 am	Travel to Pullman
10:15 – 11:30 am	Business Roundtable w/ Pullman Chamber
11:30 – 1:00 pm	Lunch with Whitman County Campaign Supporters
1:00 – 2:00 pm	Travel to Clarkston
2:00 – 3:30 pm	Meeting with SEWEDA Director and County Managers
3:45 – 4:45 pm	Business Roundtable with Clarkston Chamber
5:00 – 6:30 pm	Dinner

OVERNIGHT IN CLARKSTON

Saturday, November 3

7:30 – 8:30 am	Breakfast with Asotin County Campaign Supporters
8:30 – 9:30 am	Travel to Pomeroy
9:30 – 10:30 am	Business Roundtable in Pomeroy
10:30-11:45 am	Travel to Walla Walla
12:00 – 2:00 pm	Visit Walla Walla Victory HQ and Lunch with Campaign Supporters
2:00 – 5:30 pm	Travel to Spokane

SMOCE-0021

CONFIDENTIAL

Sunday, November 4

ADONSA

Monday, November 5

8:00 – 10:30 am	Good luck/Leadership calls
11:00 – 11:30 am	Holmes Elementary
11:30 – 12:30 pm	Drive to Davenport
12:30 – 2:00 pm	Joint Appearance with Reagan Dunn and Lincoln County Campaign Supporters
2:30 – 3:15 pm	Meeting with Rural Hospital CEOs in Davenport
3:15 – 4:45 pm	Drive to Spokane

Tuesday, November 6

8:00 – 10:30 am	Good luck/Leadership Calls
10:30 – 11:30 am	Meeting with Cyber Patriot Students and Teachers
12:00 – 1:00 pm	FR Lunch
5:00 – 10:00 pm	Victory Party at Davenport

Wednesday, November 7

9:00 – 11:00 am	Thank you brunch
1:30 pm	Wheels up at GEG to DCA

SMOCE-0022

CONFIDENTIAL

Sunday	Monday	Tuesday	Wednesday	Thursday, November 1	Friday, November 2	Saturday, November 3
				7:30 – 9:00 am Arcent Applied Sciences Laboratory Update Breakfast 9:15 – 9:45 am Meeting with Luke Esser 10:00 – 11:00 am Joint Appearance with McKenna at Victory HW 11:15 – 11:40 pm Coffee with Dave Chesly, National Electrical Association 11:45 am – 1:30 pm AVISTA Lunch and Q&A with Employees 2:00 – 3:00 pm Tour LB Perster Plant 3:30 – 4:30 pm Tour Ambulatory Surgery Center	8:45–9:30 am Business Roundtable in Colfax 9:30 – 10:15 am Travel to Pullman 10:15 – 11:30 am Business Roundtable w/ Pullman Chamber 11:30 – 1:00 pm Lunch with Whitman County Campaign Supporters 1:00 – 2:00 pm Travel to Clarkston 2:00 – 3:30 pm Meeting w/ SEWEDA Director and County Managers 3:45 – 4:45 pm Business Roundtable with Clarkston Chamber 5:00 – 6:30 pm Dinner OVERNIGHT IN CLARKSTON	7:30 – 8:30 am Breakfast with Asotin County Campaign Supporters 8:30 – 9:30 am Travel to Pomeroy 9:30 – 10:30 am Business Roundtable in Pomeroy 10:30-11:45 am Travel to Walla Walla 12:00 – 2:00 pm Visit Walla Walla Victory HQ and Lunch with Campaign Supporters 2:00 – 5:30 pm Travel to Spokane
November 7 ADONSA	November 5 8:00 – 10:30 am Good Luck/ Leadership calls 11:00 – 11:30 am Holmes Elementary 11:50 – 12:30 pm Drive to Davenport 12:30 – 2:00 pm Joint Appearance with Reagan Dunn & Lincoln County Campaign Supporters 2:30 – 3:15 pm Meeting with Rural Hospital CEOs in Davenport 3:15 – 4:45 pm Drive to Spokane	November 6 8:00 – 10:30 am Good Luck/ Leadership calls 10:30 – 11:30 am Meeting with Cyber Patriot Students and Teachers 12:00 – 1:00 pm. FR Lunch 5:00 – 10:00 pm Victory Party at Davenport	November 7 9:00 – 11:00 am Thank you branch 1:30 pm Wheels up at GEG to DCA			

EXHIBIT 29

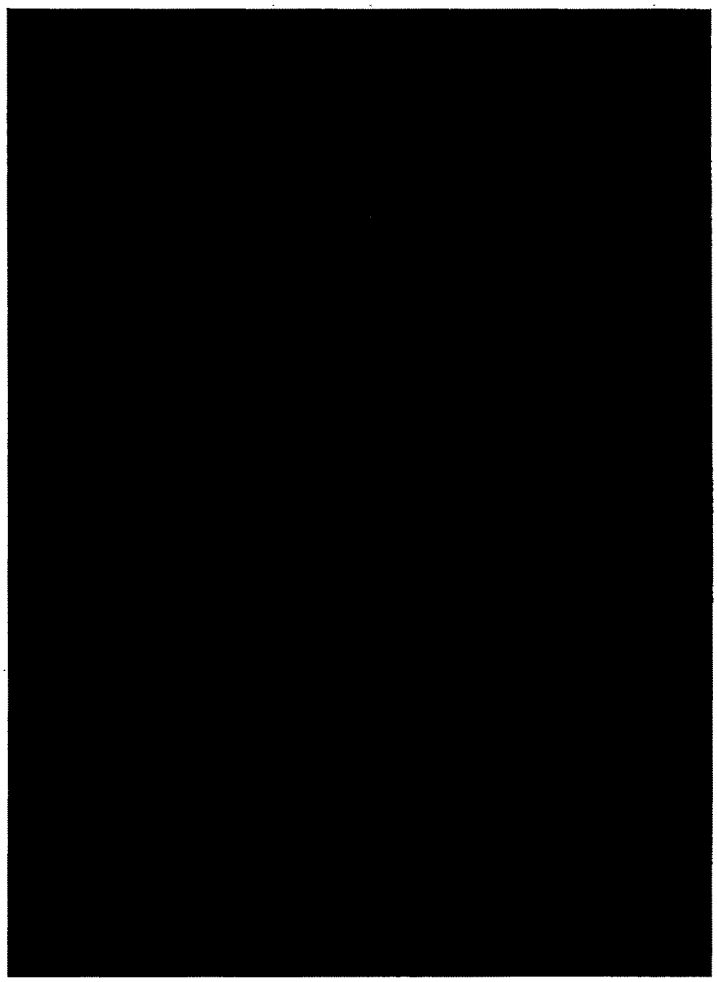
Gmail by Google

Todd Winer <[redacted]@gmail.com>

ADVISORY: McMorris Rodgers to Hold Election Night Party in Spokane

88 messages

Todd Winer <[redacted]@gmail.com> Tue, Nov 6, 2012 at 1:22 PM
To: Todd Winer <[redacted]@gmail.com>
Bcc: [redacted]



[redacted]

MEDIA ADVISORY:

McMorris Rodgers & GOP Leaders to Hold Election Night Party in Spokane

What:

Rep. Cathy McMorris Rodgers (WA-05) and other local Republican leaders will watch and celebrate the election returns at the Davenport Hotel in Spokane night. The Congresswoman, who is on the ballot and seeking her fifth term, will speak to her supporters after the race has been declared. The first returns are expected shortly after 8:00 PM PT.

WHAT:

Press invited to 2012 Election Night Victory Party

WHO:

Rep. Cathy McMorris Rodgers (WA-05)

Commissioner Todd Mielke (Spokane County)

State Sen. Bob Morton (7th LD)

State Rep. Matt Shea (4th LD)

State Rep. Kevin Parker (6th LD)

State Rep. John Ahern (6th LD)

State Rep. Joel Kretz (7th LD)

State Rep. Shelly Short (7th LD)

State Rep. Joe Schmick (9th LD)

Shelly O'Quinn (for Commissioner, Spokane County)

Councilwoman Nancy McLaughlin (for Sen., 3rd LD)

Tim Benn (for State Rep. 3rd LD)

Jeff Holy (for Rep., 6th LD)

WHEN:

Today, November 6, 2012

6:30 p.m. - 10:30 p.m.

WHERE:

Grand Pennington Ballroom

The Davenport Hotel

10 S. Post Street

Spokane, Washington

CONTACT

Riva Litman
[redacted]@gmail.com

925-963-[redacted]

Todd Winer

[redacted]@gmail.com

703-624-[redacted]

Mail Delivery Subsystem <mailer-daemon@googlemail.com> Tue, Nov 6, 2012 at 1:22 PM
To: [redacted]@gmail.com

Delivery to the following recipient failed permanently:

[redacted]@cathyforcongress.gov

Technical details of permanent failure:
DNS Error: Domain name not found

EXHIBIT 30

for weekend binder

From: **Todd Winer** ([redacted]@hotmail.com)
Sent: Fri 11/02/12 5:02 PM
To: Riva Litman ([redacted]@gmail.com); [redacted]@aol.com; [redacted]@mail.house.gov; [redacted]@hotmail.com; Shaughnessy Murphy ([redacted]@gmail.com); [redacted]@lelandslaw.com; [redacted]@gmail.com

4 attachments
11-06-12 Election Night Victory Speech.doc (34.0 KB) , 11-07-12 Day After Speech.doc (35.5 KB) , 11-01-12 release memo.doc (31.0 KB) , 11.05.12 local and national media.docx (58.1 KB)

All: I've attached read-aheads for...

*Local and national media for next week
*Election night victory speech
*"Thank you" brunch speech
*Memo on campaign release

Fitzsimmons is unconfirmed, and probably not likely at this point.
Will update the media read-ahead on Monday and probably Tuesday too, as more requests come in/get confirmed, etc.

Thanks.

COMMUNICATIONS READ-AHEAD

TO: CMR

FROM: Todd, Riva

RE: LOCAL & NATIONL MEDIA PLAN, WEEK OF NOVEMBER 5, 2012:

NOTE: We will be adding more media throughout the week. More details to come.

MONDAY, NOVEMBER 5, 2012

INTERVIEW #1:

Live phone interview with Rick Rydell, KXLY Radio

TIME: 11:40 AM (10-15 mins)

CALL-IN NUMBER: 800-920-[redacted] Backup: 800-920-[redacted]

LOCATION: From the car, en route to next appointment

POC: Rick Rydell, [redacted]@kxly.com, 509-258-[redacted]

TOPIC: News of the Day/Your re-election campaign

NOTES: Like the others, this should be a friendly, straightforward interview.

INTERVIEW #2

Recorded phone interview with Shari Rendall, Concerned Women for America

TIME: 12:00 PM (10 mins)

PHONE NUMBER: 1-800-292-[redacted]

LOCATION: From the car, en route to next appointment

TOPICS: Women (issues they care about, candidates for office, recruiting more Republican women, trends in WA state, etc.

NOTES: CWA is the nation's largest public policy women's organization with a rich 32-year history of helping its members across the country bring Biblical principles into all levels of public policy. They are probably best for known for being a strong voice for pro-life women. Sheri is CWA's Director of Legislation and Public Policy (she is not a reporter). She is hoping to use clips from your interview in a video CWA is producing. For background, see one-pager of bullets Riva prepared in the back of this memo.

TUESDAY, NOVEMBER 6, 2012 (ELECTION DAY):

INTERVIEW #1:

Taped phone interview with Gov. Mike Huckabee, The Mike Huckabee Radio Show

TIME: 8:00 am PT (6-8 mins)

CALL-IN NUMBER: 972-458-[redacted]

BACK-UP NUMBERS: 972-448-[redacted] OR 972-387-[redacted]

LOCATION: From anywhere

POC: Casey Acevedo, 616-560-[redacted]

TOPIC: Presidential campaign/News of the Day

NOTES: They're aware of the Politico article which came out on Nov. 1, so the Conference Chair race might come up, although it's not likely. You did the Huckabee Show in August and September. They're friendly.

INTERVIEW #2:

Live on-camera interview, MSNBC, Andrea Mitchell Reports

TIME: As of Friday afternoon, remains TBD; but the hit should be at 10 am PT or shortly thereafter.

LOCATION: KHQ Studio: 1201 W Sprague Ave., Spokane, WA

POC: MSNBC: TBD, KHQ: TBD

TOPIC: Presidential campaign

NOTES: If history is any guide, it wouldn't be surprising if a question on the "gender gap"/women's stuff might come up. It's also possible the Conference Chair race might come up, but it's not likely.

ELECTION NIGHT INTERVIEWS:

Live (or taped) interviews with all 3 local TV stations, plus Spokesman, Inlander, and other local media

TIME: Evening (probably after 10 pm, if the 2010 election is any guide)

LOCATION: Davenport Hotel Victory Party

POC: Riva Litman, 925-963-[redacted]

TOPIC: Your re-election campaign/Presidential campaign

NOTES: Riva and I are in the process of booking these interviews. We are looking to book the TV stations, the Spokesman, and the Inlander. We are also compiling a spreadsheet of other media requests for Tuesday night that have come in. As of mid-day Friday, our only hard confirmation is...

- Phone interview with Anita Kiss e, TVW Reporter
- Time: Approximately 7:45 PM PT (she is flexible; the call can be made anytime that night)
- Call-in Number: 360-586-[redacted]
- Topic: Election Night Reactions
- Duration: 5-10 minutes
- Notes: If the call is made at 7:45, it will probably be live; if not 7:45, it will probably be recorded.

There will also certainly be other requests will come in on Tuesday. More details to come.

WEDNESDAY, NOVEMBER 7, 2012:

POST-ELECTION INTERVIEWS:

Live interviews with all 3 local TV stations, plus KXLY Morning News Radio, and others

TIME: Morning (probably starting at 6 am)

POC: Riva Litman, 925-963-[redacted]

TOPIC: Your re-election/Presidential campaign

NOTES: Riva and I are in the process of scheduling these interviews. More details to come.

- Locations for TV interviews (when confirmed);
- #1 KXLY: 500 W. Boone, Spokane, WA
- #2 KHQ: 1201 W Sprague Ave., Spokane, WA
- #3 KREM: 4103 S. Regal, Spokane, WA

In this Read-Ahead you'll find....

- Main campaign TPs
- Campaign kickoff press release
- Opening and closing statements (2nd debate)
- KREM "It's Your Time" Script
- TPs on main issues (economy, spending, farm bill, + Medicare); see big talking points memo in weekend binder for more issues
- Romney TPs their campaign sent over Friday morning....
- Riva's one-pager with background on women's issues (for CWA interview)

Main Points:

- Why do you want to be re-elected?
  - My background + experience are very representative of Eastern Washington.
  - I grew up on a farm, I was the first in my family to graduate from college, and I worked 13 years in my family's business.
  - As a Member of Congress, I work hard for the people of Eastern Washington every day.
  - I've been able to reach across the aisle and work with both parties to get results – funding for Fairchild to protect and expand missions at the base, helping our veterans and military families, and expanding and promoting hydropower.
  - It's been a great honor to represent the people of Eastern Washington in Congress, and I am eager to keeping fighting for them, with their support on November 6th.
- 3 No-Fly Zones: Medicare, "Where's Cathy?," Cowan is a Job Creator
- "Where's Cathy?"
  - I spend 40% of my time in Eastern Washington.
  - I've been home during every District Work Period this year.
  - After next week, I will have been to all 10 counties in the 5th District during this Congress.
  - (If travel comes up)
- Miscellaneous points
  - Brian's Point: Make sure people know the Senate Democrats are holding up the process.
    - The House has done its job.
    - The Senate needs to take action and stop playing politics.
  - TW's Point: "I have opposed the Big Government policies that have failed, and I will continue fighting for the free market solutions that will work."
    - "Putting PEOPLE first, NOT the Government."

April 3, 2012

McMorris Rodgers Announces 2012 Re-Election Bid

Colville, WA – Rep. Cathy McMorris Rodgers announced today she is seeking re-election to her fifth term in the U.S. House in Washington's Fifth Congressional District.

"I'm humbled to say that I've lived the American Dream, and I've always seen my number one goal in public life as preserving that Dream for the next generation," said Rep. McMorris Rodgers. "Today, the American Dream is threatened by Big Government policies that have weakened our economy, and added a record amount to our debt. I have opposed the Big Government policies that have failed, and I will continue fighting for the free market solutions that will work – to create jobs and help the people of Eastern Washington."

Rep. McMorris Rodgers is leading the fight in Congress to bring the new KC-46A tankers to Fairchild Air Force Base, secure funding to complete the North Spokane Freeway, expand hydropower production, bring a medical school to Spokane, and protect rural health care.

During this session of Congress, Rep. McMorris Rodgers voted for the "Path to Prosperity" budget, the balanced budget amendment, and 40 jobs bills, many of which expand domestic energy production. In recent years, she also voted against the TARP bailout, the $1 trillion stimulus, and the $2 trillion health care law.

Rep. McMorris Rodgers was elected by her colleagues in 2008 to be Vice Chair of the House Republican Conference. She is the highest-ranking Republican woman in Congress.

Rep. McMorris Rodgers said she uses her leadership post to advance Eastern Washington priorities.

"I take pride in being a Representative that is 100 percent focused on the wonderful people who sent me to Congress," said Rep. McMorris Rodgers. "I've been – and want to continue being – a Representative who is accessible and approachable to everyone, who brings people together, and who is part of the solution, not part of the problem."

Rep. McMorris Rodgers is a member of the House Energy and Commerce Committee. About half of all legislation pertaining to the economy must pass through E&C.

Rep. McMorris Rodgers won re-election in 2010 with 64 percent of the vote and 65 percent of the vote in 2008.

Before running for Congress in 2004, McMorris Rodgers served in the State House, ascending to the role of Republican leader, before running for Congress. While serving in the State House, McMorris Rodgers helped run her family business, Peachcrest Fruitbasket orchard and fruit stand located in Kettle Falls.

In August 2006, she married Brian Rodgers, a retired Navy commander. The couple has two children: Cole, age 4, and Grace, age 1.

GSI, Opening Statement: (2 Minutes)

First off, I want to thank GSI for hosting today's debate. I've enjoyed working with Rich Hadley and the GSI members on shared priorities for many years.

I also want to thank my opponent, Rich Cowan, for being here.

And most importantly, I want to thank the people of Eastern Washington for the tremendous honor of serving them in Congress.

This is my home.

I grew up on the farm,,, I was the first person in my family to graduate from college,,, and after graduation, I worked at my family's small business for 13years.

In 2004, I was humbled when you first elected me to Congress,,, and since then, I've worked every day to be worthy of your trust.

As your representative I've seen so much: ...terrific businesses here that are growing and creating jobs, but I've also seen people out of work and struggling. I've seen our troops in Afghanistan ... and every Memorial Day I've tried to help honor those who have lost their lives defending our freedom.

I couldn't do this job if I didn't feel connected to so many people here. We have such dreams for our families, our children, our businesses – and our country.

It's my job to protect those dreams and stop them from being crushed by regulations and taxes from the government.

On many issues, I've been able to reach across the aisle and work with both parties to get results – funding for Fairchild to protect and expand missions at the base, helping our veterans and military families, and expanding and promoting hydropower.

I look forward to today's debate.

Thank you.

GSI, Closing Statement: (2 Minutes)

Let me once again thank GSI, Rich Cowan, and the people of Eastern Washington.

Working for you in Congress is the greatest honor of my life.

Right from the start, you've seen me help run the family orchard, serve in the State House, get elected to Congress, and then get married and have a family.

My priorities are here ... Fairchild, the forests, the North South Freeway, honoring our servicemembers and our veterans.

My values are Eastern Washington values.

In this election, ask yourself: "Who best represents your values; your beliefs about government, your future, and creating jobs?"

I believe we in smaller government; living within our means; and unleashing the power of free minds and free enterprise.

With your support, I will keep fighting in Congress for our values..

Thank you for your continued confidence, and your vote.

KREM'S "IT'S YOUR TIME" VIDEO

Hi, I'm Cathy McMorris Rodgers.

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

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

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

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

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

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

During the past 8 years, I've fought for

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

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

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

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

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

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

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

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

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

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

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

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

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

I voted against the Wall Street bailout...

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

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

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

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

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

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

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

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

I voted to repeal ObamaCare and to defund it.

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

Some of them passed the Senate and became law.

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

We need change.

We need a break from the status quo.

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

A new commitment to common-sense solutions...

Getting back to basics...

Putting PEOPLE first, NOT the government...

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

That's why I humbly ask for your vote.

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

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

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

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

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

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

Top Domestic Issues:

Economy/Jobs

Main Points:

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

CMR Accomplishments:

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

Key Facts:

- President promised that if Congress passed stimulus, unemployment would never reach 8%
- National unemployment rate is 7.9% (updated, Nov. '12) – higher than when Obama took office
- 1 out of 2 college grads are either unemployed or underemployed
- Keystone Project alone would create tens of thousands of jobs

Press Releases:

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

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

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

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

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

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

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

Spending/Debt

Main Points:

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

CMR Accomplishments:

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

Key Facts:

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

Press Releases:

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

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

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

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

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

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

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

CMR Applauds Budget Agreement (4/9/11)

Agriculture/Farm Bill

Main Points:

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

Farm Bill:

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

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

Medicare/Ryan Plan

Main Points:

- I am committed to honoring the hard work and sacrifice of our seniors -- and that's why I'm fighting to protect Medicare, preserve Social Security, and ensure choices for affordable long-term care.
- There are some folks who say the "Ryan Plan" cuts Medicare. That's not true. It's not even 1% true. Our budget does not cut a single dime for seniors or anyone age 55 or older.
- Rather, what our plan does is create a system of "premium support" for those who are under age 55 today for when they're qualified for Medicare.
- This is necessary because, quite simply, without these reforms, Medicare will simply not be available for middle-age Americans and their children when the time comes.
- So in a very real sense, our budget saves Medicare -- and it does so without causing any inconvenience to America's seniors.
- The only bill in recent years which actually cut Medicare is the health care reform law, which cut $500 billion from the program.
    - I voted against the health care law, and I'm working to repeal it.

CMR Accomplishments:

- Voted against the health care reform law which cuts $700 billion in Medicare for seniors.
    - Rich Cowan supports it.
- Voted for the "Ryan Plan" which protects Medicare -- leaving it unchanged for those 55 and older - while saving the program for future generations.

Key Facts:

- Every day, 10,000 Baby Boomers qualify for Medicare.
- The average couples pays in $100,000 for Medicare while receiving $300,000 in benefits.
- This year's budget deficit is $1.3 trillion.
- By 2022, the national debt is projected to reach $25 trillion.
    - That's about $200,000 for EVERY American family.

Press Releases:

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

ROMNEY CAMPAIGN TPS, FRIDAY MORNING:

Surrogate Messaging Points: Real Change From Day One

Top-Line Message:

- The election on Tuesday is about America and the future we will leave to our children.
- Four years ago, candidate Obama promised to do so very much, but he has fallen short.
    - He promised to be a post-partisan president; instead, he became the most partisan and made the divide even wider by blaming and attacking.
    - He promised to focus on creating jobs; instead, he focused on Obamacare, which killed jobs.
    - He promised to cut the federal deficit in half; instead, he doubled it.
    - He promised the unemployment rate would be 5.4 percent; today, it is 7.9 percent – higher than when he took office and 9 million jobs short of his promise.
    - He promised to propose a plan to save Social Security and Medicare from insolvency; instead, he raided $716 billion from Medicare to pay for Obamacare.
    - He promised to lower health premiums by $2,500; instead, they've increased by $3,000.
- Now, President Obama makes new promises he can't keep because he doesn't understand how jobs are created and he'll stay on the same path that won't lead to a better future.
    - A second term will lead to $20 trillion in debt, crippling unemployment, stagnant take-home pay, depressed home values, and a devastated military.
    - President Obama will continue his war on coal, while sending billions of taxpayer dollars to his favorite solar and wind companies.
    - He will continue to promote government and demote business.
- The question voters must ask is: do you want more of the same or do you want real change?
- Mitt Romney has achieved change. He has built a business and turned around another, put an Olympics back on track, and worked with a Democratic legislature to take Massachusetts from deficit to surplus, from job losses to job growth, and from higher taxes to higher take-home pay.
- When Mitt Romney is president, he will change the nation's course, get us to a balanced budget, create jobs and deliver more take-home pay. Real change will begin on Day One through:
    - Energy Independence: increasing the number of leases and permits to drill on federal lands, speeding the approval of the Keystone pipeline, re-visiting coal regulations that were designed by the administration to strangle the industry.
    - Trade That Works: boosting trade, asking Congress for Trade Promotion Authority, designating China as a currency manipulator.
    - Skills to Succeed: sending the Retraining Reform Act to Congress to ensure that every worker can get the skills and the chance for a good-paying job.
    - Cutting The Deficit: sending Congress the Down Payment on Fiscal Sanity Act to immediately cut non-security discretionary spending by 5 percent.

- Championing Small Business: granting state waivers from Obamacare to begin its repeal, launching a sweeping review of all Obama-era regulations with an eye to eliminating or repairing those that are killing jobs and small businesses.

- This is not the time to settle for a small agenda or for four more years of the same.
- Americans can do anything – and with the right leader in the White House, our nation will come roaring back.
- A Mitt Romney presidency will bring people together, do big things for the common good, and show the best of America.
- On November 6, we come together for a better future. And on November 7, we'll get to work rebuilding our country, restoring our confidence, and renewing our conviction.

TW_0092
13-0906_0329

Surrogate Message Points: October Jobs Report Confirms We Can't Afford Four More Years Like The Last Four Years.

Top-Line Message:

- Today's jobs report is a sad reminder that our economy is at a virtual standstill.
- The unemployment rate is higher today than when President Obama took office. We can't afford another four years like this.
  - o Unemployment in October 2012 was 7.9 percent; unemployment in January 2009 was 7.8 percent.
  - o The number of unemployed Americans increased by 170,000 last month.
  - o 23 million Americans are still struggling for work.
  - o America has lost 586,000 manufacturing jobs on President Obama's watch.
  - o Had the labor force participation rate been the same as when President Obama took office, the unemployment rate would be 10.6 percent today.
- President Obama promised his stimulus would lower the unemployment rate to 5.4% by now. The gap between what President Obama promised and what he delivered represents more than 8.3 million Americans who should be working, but aren't.
- For four years, President Obama's policies have crushed America's middle class.
  - o Median household income has declined by more than $4,000 since President Obama took office
  - o Nearly one in six Americans is living in poverty
  - o Nearly 47 million Americans receive food stamps
  - o Lower-paying jobs account for nearly 60% of the jobs added since the recession ended in 2009.
- The President's campaign slogan may be "Forward," but for too many Americans, these last four years feel a lot more like "backward." And on Tuesday, they will make a choice between stagnation and prosperity.
- In a second term, President Obama will keep piling on the taxes, regulations, and debt that have slowed the recovery.
  - o President Obama continues to push for devastating tax increases that will kill more than 700,000 jobs.
  - o The cost of President Obama's current and looming debt burden amounts to $4,000 per year in higher taxes on the middle class.
- America can do better. And when Mitt Romney is president, he will work across the aisle to deliver real economic growth, create 12 million new jobs, and give middle-class families the security and opportunity they deserve.
  - o Mitt Romney will implement pro-growth policies that bring manufacturing jobs back to our shores.
  - o He will champion small business and entrepreneurship.
  - o He will reform the tax code and lower rates to make our businesses more competitive and create millions of new jobs.
- A Mitt Romney presidency will deliver real change that will lead to a real recovery and the promise that the next four years will be better than the last.

Mitt Romney Statement On October Jobs Report:

"Today's increase in the unemployment rate is a sad reminder that the economy is at a virtual standstill. The jobless rate is higher than it was when President Obama took office, and there are still 23 million Americans struggling for work. On Tuesday, America will make a choice between stagnation and prosperity. For four years, President Obama's policies have crushed America's middle class. For four years, President Obama has told us that things are getting better and that we're making progress. For too many American families, those words ring hollow. We can do better. We can have real economic growth, create millions of good-paying jobs, and give middle-class families the security and opportunity they deserve. When I'm president, I'm going to make real changes that lead to a real recovery, so that the next four years are better than the last."

MITT ROMNEY: "MY VISION FOR AMERICA"

My Vision For America

CNN

Mitt Romney

November 2, 2012

http://www.cnn.com/2012/11/02/opinion/romney-vision-for-america/index.html

On June 2, 2011, I began my quest for the presidency on the farm of Doug and Stella Scamman in Stratham, New Hampshire. I said then that our country is a land of freedom and opportunity. I spoke of the hard work of the millions of Americans who built our remarkable experiment in self-government. They carved out of the wilderness a land of immense prosperity and unlimited potential. I said then that "I believe in America."

For more than a year now, I've carried that message across America. As we draw close to Election Day, it is a good moment to reflect on what it means to believe in America.

America is a place where freedom rings. It is a place where we can discuss our differences without fear of any consequence worse than criticism, where we can believe in whatever creed or religion we choose, where we can pursue our dreams no matter how small or grand. It is a place that not only cherishes freedom, but is willing to fight to defend it. These are the qualities that define us.

America is a land of opportunity. But lately, for too many Americans, opportunity has not exactly come knocking. We've been mired in an economic slowdown that has left millions of our fellow citizens unemployed. The consequences in dreams shattered, lives disrupted, plans deferred, and hopes dimmed can be found all around us.

It hasn't always been this way. It certainly doesn't have to be this way in the future. We're all in this together. And together we can emerge from these troubles.

Together with Paul Ryan, I've put forward an economic recovery plan consisting of five central elements that will in four years create 12 million jobs.

We will produce more of the energy we need to heat our homes, fill our cars, and make our economy grow. We will stop President Obama's war on coal, his disdain for oil, and his effort to crimp natural gas by federal regulation of the very technology that produces it. We will support nuclear and renewables, but phase out subsidies once an industry is on its feet. We will invest in energy science and research to make discoveries that can actually change our energy world. By 2020, we will achieve North American energy independence.

We will retrain our work force for the jobs of tomorrow and ensure that every child receives a quality education no matter where they live, including especially our inner cities. Parents and students, not administrators and unions, need to have greater choice. Our current worker retraining system is a labyrinth of federal programs that sprawls across 47 programs and nine agencies. We will eliminate this redundancy and empower the 50 states and the private sector to develop effective programs of their own.

We will make trade work for America. We'll open more markets to American agriculture, products, and services. And we will finally hold accountable any nation that doesn't play by the rules. I will stand up for the rights and interests of American workers and employers.

We will restore fiscal sanity to Washington by bringing an end to the federal spending and borrowing binge that in just four years has added more debt held by the public than almost all previous administrations combined. We will put America on track to a balanced budget by eliminating unnecessary programs, by sending programs back to states where they can be managed with less abuse and less cost, and by shrinking the bureaucracy of Washington.

Finally, we will champion small business, the great engine of job creation in our country, by reforming the tax code and updating and reshaping regulations that have suffocated economic growth.

Nothing is ever easy in Washington, but these goals are rooted in bipartisan agreement, and I will work with members of both parties to accomplish them. As governor of a state that was overwhelmingly Democratic, I was always ready to reach across the aisle and I can proudly point to the results. I've learned that when we come together to solve problems in a practical spirit, we can accomplish miracles.

In this respect, I am offering a contrast to what we are seeing in Washington today. We've watched as one party has pushed through its agenda without compromising with the other party. We've watched gridlock and petty conflict dominate while the most important issues confronting the nation, like chronic high unemployment, go unaddressed. The bickering has to end. I will end it. I will reach across the aisle to solve America's problems.

Our economic crisis not only threatens the well-being of our citizenry, it has larger consequences in other realms. The economic weakness of the past several years has, alarmingly, fostered weakness in our foreign policy posture. Runaway domestic spending has led the president to propose reducing defense spending by hundreds of billions, cuts that his own secretary of defense has said would "devastate" our national security.

The most important task for any president is set out in the preamble to our Constitution—providing for the common defense. As commander-in-chief, I will roll back the president's deep and arbitrary cuts to our military. Our soldiers should never lack the tools they need to complete their mission and come home safely. I have always believed that the first purpose of a strong military is to prevent war. And preventing war is a supreme national interest. I will ensure that our military is strong enough that no adversary dares to challenge us.

Let us remember our history. We have accomplished so much, both in the world and at home. We've defeated tyrannies. We've lifted hundreds of millions out of poverty. We've transformed our own society into a more perfect union. We've created a land of freedom and prosperity. The problems we need to overcome now are not bigger than we are. We can defeat them. I am offering real change and a real choice.

Riva's one-pager with background on women's issues (for CWA interview, Monday at 12 PM):

- Romney is doing very well among women. In fact, several analysts have pointed out that Romney's gain in the polls since the debates is due almost entirely to his gain among women. That's because women saw the debates, and they didn't see the caricature of Romney that Obama and his campaign have tried so hard to create; they saw a strong leader who was smart, thoughtful, and really cares about people. And so, I predict Romney will win the women's vote tomorrow.
  - Republicans won the women's vote in 2010.
  - Under Obama, the number of unemployed women has increased by nearly half a million.
  - After Romney staffed his Cabinet and his senior staff, the University of New York in Albany did a survey of all 50 states, and concluded that mine had more women in senior leadership positions than any other state in America.

- When he was Governor, Romney's Lieutenant Governor and Chief of Staff were women.

Statistics on Women and the Economy:

- Women control 51% of the New York Stock Exchange
- Women manage 83% of the household income
- Women are responsible for 85% of all purchasing of goods and services in the United States which represents $6 billion; women purchase for themselves, their families, and their companies
- Women will inherit 85-90% of the nation's wealth in the next 10 years, which amounts to $133 trillion
- There are 5 million more women than men in the United States

According to the National Women's Business Council and Small Business Administration:

- Women are starting businesses at twice the rate of men, which amounts to 400 new businesses per day
- Women-owned businesses are the fastest growing segment in the U.S. economy
- Women of color are starting businesses at six times the rate of men
- 10.6 million businesses owned in the United States are owned by women and they employ over 19 million American workers
- Women-owned businesses generate some $2.46 trillion dollars in revenue each year

Statistics on Women and Health Care:

- Women spend 2 of 3 health care dollars
- Women are the overwhelming majority of professional health care providers: 98% of home care aides, 90% of nurses, the majority of first-year medical students and a third of doctors.
- A survey in mid-October of women voters by a nonpartisan research group showed that most women are satisfied with their own health care insurance (66%) and with their current medical providers (74%).
- By 2 to 1 margins, women said federal administration of health care would increase costs and lower quality.
- Recent events prove that the federal government cannot replace women as the best judge of medical decisions
- GOP women have proposed a better way that uses common-sense, market-based reforms to increase access and lower health care costs for all Americans – without increasing the deficit.

EXHIBIT 31

Gmail by Google

Todd Winer <[redacted]@gmail.com>

McMorris Rodgers

3 messages

Todd Winer [redacted]@gmail.com> Mon, Nov 5, 2012 at 5:08 PM
To: [redacted]@inlander.com
Cc: Riva Litman <[redacted]@gmail.com>

Hi Joe. The Congresswoman will be at the Davenport Hotel for the GOP Victory Party tomorrow night (details below), although what time she'll be there is still unclear. To schedule a chat with the Congresswoman, I've CC'd our Press Secretary, Riva Litman, who will be with the Congresswoman and is coordinating her interviews tomorrow. Riva - Joe's number is 509-325-[redacted] ext. [redacted] Thanks.

MEDIA ADVISORY:

McMorris Rodgers & GOP Leaders to

Hold Election Night Party in Spokane

What:

-

Rep. Cathy McMorris Rodgers (WA-05) and other local Republican leaders will watch and celebrate the election returns at the Davenport Hotel in Spokane on Tuesday night. The Congresswoman, who is on the ballot and seeking her fifth term, will speak to her supporters after the race has been declared. The first returns are expected shortly after 8:00 PM PT.

WHAT:

Press invited to 2012 Election Night Victory Party

WHO:

Rep. Cathy McMorris Rodgers (WA-05)

Commissioner Todd Mielke (Spokane County)

State Sen. Bob Morton (7th LD)

State Rep. Matt Shea (4th LD)

State Rep. Kevin Parker (6th LD)

State Rep. John Ahern (6th LD)

State Rep. Joel Kretz (7th LD)

State Rep. Shelly Short (7th LD)

State Rep. Joe Schmick (9th LD)

Shelly O'Quinn (for Commissioner, Spokane County)

Councilwoman Nancy McLaughlin (for Sen., 3rd LD)

Tim Benn (for State Rep. 3rd LD)

Jeff Holy (for Rep., 6th LD)

WHEN:

Tuesday, November 6, 2012

6:30 p.m. - 10:30 p.m.

WHERE:

Grand Pennington Ballroom

The Davenport Hotel

10 S. Post Street

Spokane, Washington

CONTACT

Riva Litman

[redacted]@gmail.com

925-963-[redacted]

Todd Winer

[redacted]@gmail.com

703-624-[redacted]

Riva Litman <[redacted]@gmail.com> Tue, Nov 6, 2012 at 9:00 PM
To: Todd Winer <[redacted]@gmail.com>
Cc: "joeo@inlander.com" <[redacted]@inlander.com>

Hi Joe -- I'm glad you were able to touch base with the Congresswoman. Please let me know if there's anything else you need!

Best,
Riva

Sent from my iPhone
[Quoted text hidden]

Joe O'Sullivan <[redacted]@inlander.com> Tue, Nov 6, 2012 at 9:20 PM
To: Riva Litman <[redacted]@gmail.com>
Cc: Todd Winer <[redacted]@gmail.com>

And thanks for your assistance. I might pop over to the GOP party if I can break from from the news desk later.
~ J
[Quoted text hidden]
--
Joe O'Sullivan
Staff Writer
The Inlander
(509) 325-[redacted] ext. [redacted]
[redacted]@inlander.com

EXHIBIT 32

CONFIDENTIAL

Brett Payment/Calendar

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

CMROCE-0367

13-0906_0340

EXHIBIT 33

Image# 12952414364

SCHEDULE B (FEC Form 3X)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
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[ ] 27 [ ] 28a [ ] 28b [ ] 28c [ ] 29 [ ] 30b

PAGE 11 OF 26

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NAME OF COMMITTEE (In Full)
CMR Political Action Committee

A. Full Name (Last, First, Middle Initial)
Complete Campaigns

Mailing Address 610 Gateway Center Way
Suite K

City: San Diego | State: CA | Zip Code: 92102-4548

Purpose of Disbursement: Fundraising: Credit Card Merchant Fees

Candidate Name:

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: [ ] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 04 / 10 / 2012

Transaction ID : SB21B-125-467-e

Amount of Each Disbursement this Period: 50

B. Full Name (Last, First, Middle Initial)
Concentric Office, LLC

Mailing Address 8136 Old Keene Mi Road
Suite A300

City: Springfield | State: VA | Zip Code: 22152-1853

Purpose of Disbursement: Compliance Services

Candidate Name:

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: [ ] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 04 / 23 / 2012

Transaction ID : SB21B-37-469-e

Amount of Each Disbursement this Period: 1952.18

C. Full Name (Last, First, Middle Initial)
O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City: Alexandria | State: VA | Zip Code: 22302-1534

Purpose of Disbursement: Consulting Fundraising for Committee

Candidate Name:

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: [ ] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 04 / 27 / 2012

Transaction ID : SB21B-449-472-e

Amount of Each Disbursement this Period: 2000

SUBTOTAL of Disbursements This Page (optional) ▶	4002.18
TOTAL This Period (last page this line number only) ▶	

Image# 12952414365

SCHEDULE B (FEC Form 3X)
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NAME OF COMMITTEE (in Full)
CMR Political Action Committee

A. Full Name (Last, First, Middle Initial)
O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City: Alexandria | State: VA | Zip Code: 22302-1534

Purpose of Disbursement: Fundraising Consulting for Committee

Candidate Name:

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: [ ] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 05 / 01 / 2012

Transaction ID : SB21B-449-474-e

Amount of Each Disbursement this Period: 2000

B. Full Name (Last, First, Middle Initial)
O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City: Alexandria | State: VA | Zip Code: 22302-1534

Purpose of Disbursement: Fundraising Consulting for Committee

Candidate Name:

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: [ ] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 05 / 31 / 2012

Transaction ID : SB21B-449-508-e

Amount of Each Disbursement this Period: 2000

C. Full Name (Last, First, Middle Initial)
Apollo Fuhriman

Mailing Address [redacted]

City: Bothell | State: WA | Zip Code: 98011-1511

Purpose of Disbursement: Consulting Fundraising for Committee

Candidate Name:

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: [ ] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 04 / 17 / 2012

Transaction ID : SB21B-448-468-e

Amount of Each Disbursement this Period: 1500

SUBTOTAL of Disbursements This Page (optional) ▶ 5500.00

TOTAL This Period (last page this line number only) ▶

Image# 12972657387

SCHEDULE B (FEC Form 3X)
ITEMIZED DISBURSEMENTS

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PAGE 17 OF 40

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NAME OF COMMITTEE (In Full)
CMR Political Action Committee

A. Full Name (Last, First, Middle Initial)
O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City: Alexandria | State: VA | Zip Code: 22302-1534

Purpose of Disbursement: Fundraising Consulting For Committee

Candidate Name:

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: [ ] Primary [ ] General [X] Other (specify) Retire Debt -

Date of Disbursement: 07 / 12 / 2012

Transaction ID : SB21B-449-548-e

Amount of Each Disbursement this Period: 2000

B. Full Name (Last, First, Middle Initial)
O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City: Alexandria | State: VA | Zip Code: 22302-1534

Purpose of Disbursement: Consulting Fundraising for Committee

Candidate Name:

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: [ ] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 08 / 15 / 2012

Transaction ID : SB21B-449-587-e

Amount of Each Disbursement this Period: 2000

C. Full Name (Last, First, Middle Initial)
O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City: Alexandria | State: VA | Zip Code: 22302-1534

Purpose of Disbursement: Fundraising Consulting for Committee

Candidate Name:

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: [ ] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 09 / 04 / 2012

Transaction ID : SB21B-449-594-e

Amount of Each Disbursement this Period: 2000

SUBTOTAL of Disbursements This Page (optional) ▶ 6000.00

TOTAL This Period (last page this line number only) ▶

Image# 12961016944

SCHEDULE B (FEC Form 3X)
ITEMIZED DISBURSEMENTS

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[ ] 27 [ ] 28a [ ] 28b [ ] 28c [ ] 29 [ ] 30b

PAGE 7 OF 16

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NAME OF COMMITTEE (In Full)
CMR Political Action Committee

A.
Full Name (Last, First, Middle Initial)
O'Donnell and Associates, Ltd.
Mailing Address 3101 N Hampton Drive
Apt. 1517
City: Alexandria | State: VA | Zip Code: 22302-1534
Purpose of Disbursement: Fundraising Consulting for Committee
Candidate Name
Category/Type: 003
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: [ ] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 10 / 10 / 2012
Transaction ID : SB21B-449-655-e
Amount of Each Disbursement this Period: 2000

B.
Full Name (Last, First, Middle Initial)
The Catalyst Group, LLC
Mailing Address 600 Pennsylvania Avenue SE
Suite 330
City: Washington | State: DC | Zip Code: 20003-6300
Purpose of Disbursement: Fundraising: Food & Beverage
Candidate Name
Category/Type: 003
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: [ ] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 10 / 10 / 2012
Transaction ID : SB21B-50-656-e
Amount of Each Disbursement this Period: 1070.17

C.
Full Name (Last, First, Middle Initial)
Dawn Sugasa
Mailing Address [redacted]
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Fundraising Consulting for Committee
Candidate Name
Category/Type: 003
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: [ ] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 10 / 10 / 2012
Transaction ID : SB21B-408-654-e
Amount of Each Disbursement this Period: 1000

SUBTOTAL of Disbursements This Page (optional) ▶ 4070.17

TOTAL This Period (last page this line number only) ▶ 4070.17

EXHIBIT 34

Image# 13962130718

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

PAGE 24 OF 32

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Kate Magee Photography
Mailing Address 115 N 20th
City: Richmond | State: VA | Zip Code: 23223
Purpose of Disbursement: Office - design & photography for Christmas card
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President
District: State:
Disbursement For: 2014 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 12 / 11 / 2012
Amount of Each Disbursement this Period: 500.00
Transaction ID : SB17.60099

B. Full Name (Last, First, Middle Initial)
O'Donnell & Associates Ltd
Mailing Address 3101 N Hampton Dr # 1517
City: Alexandria | State: VA | Zip Code: 22302
Purpose of Disbursement: Office - debate coach
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President
District: State:
Disbursement For: 2014 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 12 / 13 / 2012
Amount of Each Disbursement this Period: 4498.00
Transaction ID : SB17.60168

C. Full Name (Last, First, Middle Initial)
Don Peters
Mailing Address [redacted]
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - FEC compliance
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President
District: State:
Disbursement For: 2014 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 12 / 01 / 2012
Amount of Each Disbursement this Period: 2000.00
Transaction ID : SB17.60069

SUBTOTAL of Disbursements This Page (optional) 6998.00

TOTAL This Period (last page this line number only)

FE5AN018 FEC Schedule B (Form 3) (Revised 02/2009)

EXHIBIT 35

CONFIDENTIAL

From: Brett ODonnell <[redacted]@odacommunications.com>
To: Sue Carlin <[redacted]@concentricoffice.com>
Cc: Jeremy Deutsch <[redacted]@aol.com>
Subject: November Invoice
Date: Fri, Nov 2, 2012 3:48 pm
Attachments: November_2012-Invoice-CMR_PAC.doc (24K), CMR_Nov_12.pdf (308K)

Sue,

My November Invoice is attached. The expenses were to fly in for debate prep for CMR.

Thanks

Brett

CONFIDENTIAL

O'Donnell and Associates, Ltd.
3101 N Hampton Drive
#1517
Alexandria, VA 22302

Invoice

To: CMR PAC

Service Dates: November 1-30, 2012

Fees:

Consulting		2,000.00
Expenses		
Airfare	469.80	
Cab	28.00	
Expenses Total	497.80	
Total		2,497.80

Please remit payment by November 15 to *O'Donnell and Associates, Ltd. (mail to above address)*
FEIN: 20-2727606

CMROCE-0363

CONFIDENTIAL

[redacted]@email-usairways.com>
Your US Airways flight
October 4, 2012 2:16:12 AM EDT
[redacted]@liberty.edu>

Date issued: Wednesday, October 03, 2012

Scan at any US Airways kiosk to check in

Passenger summary

[illegible]	[illegible]	[illegible]	[illegible]
Brad Michael Odonnell	14SC0MZ-[illegible]	0372407623[illegible]34	

Trip details

[illegible] Washington, DC (Reagan National) (DCA)

Date: Sunday, October 07, 2012

Flight	[illegible]	Depart	Arrive	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
3331	[illegible]	01:37 PM [illegible]	03:00 PM [illegible]	1h 23m		E170	Coach	[illegible]

[illegible] Operated by Republic Airlines dba US Airways Express

Boat yourself to a US Airways Club day pass

CMROCE-0364

CONFIDENTIAL

Tot - [illegible] (per passenger)

1 Adult Miles and fees		5,000 AA miles 342.62 USD
Fare total	3456.80 USD	[illegible]
Total		[illegible]

Charged to Brett M Osborne
[illegible]157 (Discover? Network)

Helpful links

[illegible]
[illegible]
[illegible]
[illegible]
[illegible]
[illegible]
[illegible]

Bags

Pay for your checked bags when you check in online or at the airport Read more about bags

[illegible]	[illegible]	[illegible]
All flights		
[illegible]	[illegible]	[illegible]
U.S. / Canada / Latin America / Caribbean / Bermuda / South America (except Brazil)		
Transatlantic		
Transpacific / Brazil (except Hawaii)		

*Carry-ons can be up to 45 lbs and up to 45 inches and a personal item is a handbag, briefcase or laptop bag
**1st & 2nd checked bags can be up to 50 lbs and 62 inches except Brazil where you're allowed up to 70 lbs. Europe fees apply for travel to/from/in Asia through Europe. Baggage fees are non-refundable.

1st, 2nd and 3rd checked bag fees waived
- Gold, Platinum and Chairman's Preferred members
- Star Alliance Gold status members

1st and 2nd checked bag fees waived
- (Overweight / oversize fees still apply)
- Confirmed First Class and Envoy passengers
- Active U.S. military with ID on personal travel
- Active U.S. military with ID and dependents traveling with them on orders
- Unaccompanied minors (with US Airways unaccompanied minor paid assistance)

1st checked bag fees waived
- (Overweight / oversize fees still apply)
- Silver Preferred members
- Star Alliance Silver status members

Other guidelines:
- Overweight/oversize fees and fees for 3 or more bags apply. [illegible]
- If you're traveling with an infant in lap, you're allowed 1 checked bag (max. 62 in/157 cm and 50 lbs/23 kg) for the infant—checked bag fees apply. You're also allowed 1 fully collapsible stroller or 1 child restraint device or car seat (no charge).
- If one or more of your flights is on a partner airline, please check with that airline for information on [illegible]

CONFIDENTIAL

ALEXANDRIA UNION CAB
(703)683-[redacted] - 24 Hr. Dispatch Service

FROM_____

TO_____

DATE 10/7/12 FARE$ 38.00

DRIVER'S NAME _____ CAB#_____

We Request, We Accept

[redacted]

Each Cab Independently Owned & Operated

CMROCE-0366

EXHIBIT 36

New Invoice

CONFIDENTIAL

From: Brett ODonnell <[redacted]@odacommunications.com>
To: Jeremy Deutsch <[redacted]@aol.com>
Subject: New Invoice
Date: Wed, Dec 12, 2012 9:45 pm
Attachments: December_2012-Invoice-CMR_for_Congress.doc (23K)

Jeremy,

Here is my new invoice as you requested. I got the Christmas invite and will be there. Don't forget to send the interview schedule.

Thanks

Brett

Initially this was sent to CMR PAC
- Told him to send to
- C4C - Nov/ - Debate Prep -
- Travel -
Leadership Election

CMROCE-0360

13-0906_0355

CONFIDENTIAL

O'Donnell and Associates, Ltd.
3101 N Hampton Drive
#1517
Alexandria, VA 22302

Invoice

To: Cathy McMorris Rodgers for Congress

Service Dates: December 1-31, 2012

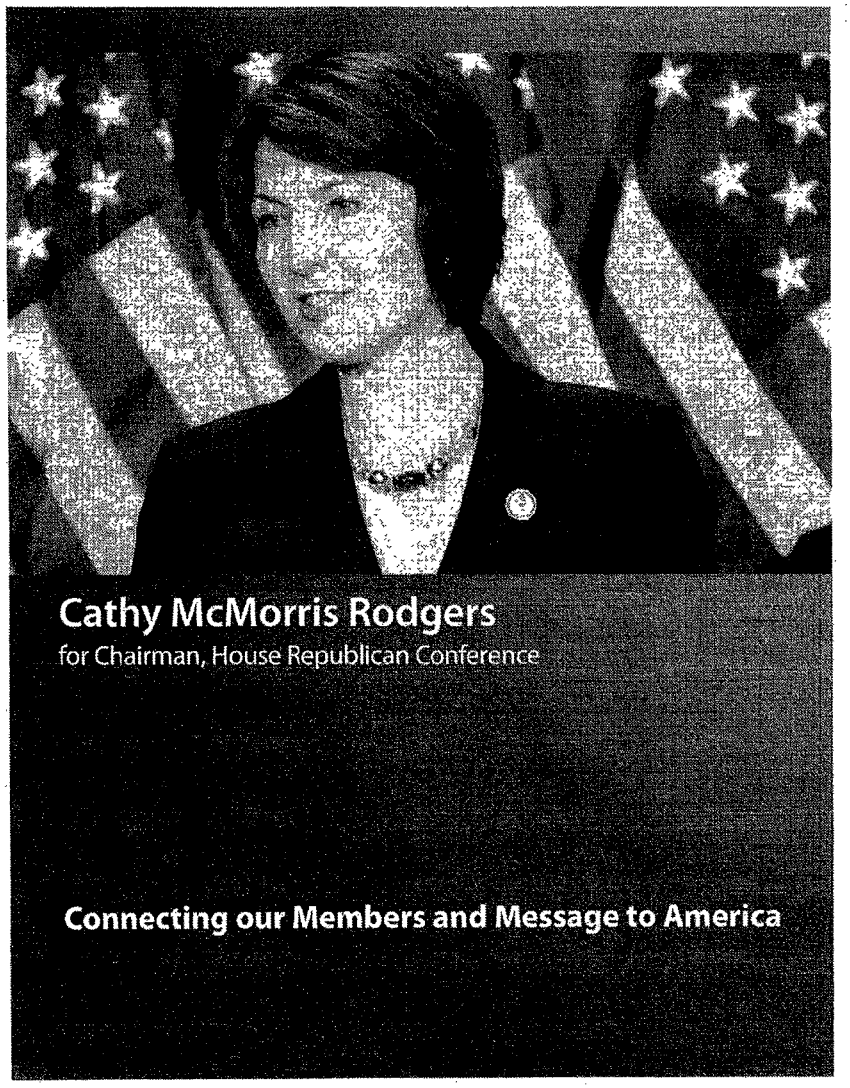
Fees:

Consulting	2,000.00
Past Due Amount	2,497.80
Total	4,497.80

Please remit payment by December 15 to *O'Donnell and Associates, Ltd. (mail to above address)*
FEIN: 20-2727606

CMROCE-0361

EXHIBIT 37



TW_0627
13-0906_0358

Dear Colleague,

I am writing today to ask for your vote to be the next Chairman of the House Republican Conference.

We must continue to put forward a bold vision of conservative reform, using traditional and new media and every channel available to reach America.

As your Vice Chairman over the past two Congresses, I have worked to be worthy of your trust and support. I am honored to have played a role in communicating our conservative agenda – to build an America that is strong, prosperous and free.

On the political front, I've helped recruit stellar candidates, raised over $1,000,000 to the NRCC, contributed over $300,000 to candidates and traveled to 51 Congressional districts in 22 states.

Two years ago, voters returned a Republican majority to Congress because they were frustrated that "hope and change" had brought nothing but the same failed Big Government policies of the past.

As your Vice Chairman and in my capacity as Governor Romney's House Liaison, I've tried to give a strong public presentation of our agenda while providing an open forum behind the scenes where Members are respected and heard. If elected Conference Chairman, I'd like to continue and build upon this approach.

Growing up on the family orchard in Washington State, I learned at an early age – no one brings in an apple harvest on their own. It takes a lot of hands to get it pruned, thinned, picked and sold.

I believe the same principle applies to Conference. We've got some beautiful ideas ready for harvest but only by working as a team will we get it done.

Again, I humbly ask for your vote. I look forward to discussing my vision for the Conference – as well as your ideas and suggestions – at your convenience.

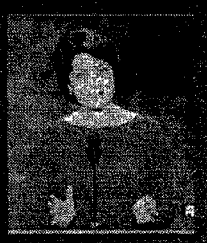
Sincerely,

Cathy McMorris Rodgers

Cathy McMorris Rodgers:

"A Proven Conservative Ready to Lead"

- Served two terms as Conference Vice Chairman.
- Earned 92% Lifetime Voting Record with the American Conservative Union and 100% AFP rating in the last Congress.
- Provided inclusive and Member-focused approach in leadership initiatives: Fiscal reform, Balanced budget and IMF reform, New & Social Media, Women's Outreach, and Branding.
- Helped lead GOP to social media dominance, from 30% in 2009 to 90% in 2012.



Ready to lead ... A Proven Conservative Leader

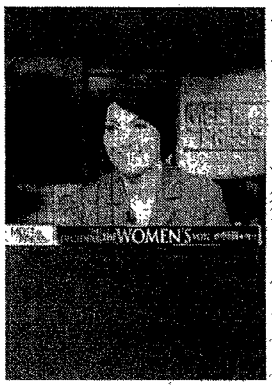
Cathy's 5-Point Pledge to Members

1. **Will seek out and include Members' ideas and feedback at every opportunity.**
2. **Will tap into the wealth of expertise and experience of our Members.**
3. **Will faithfully represent Memberships' views at the leadership table.**
4. **Will work closely with Members to develop coordinated messaging.**
5. **Will leverage technology and new media to help keep Members informed, coordinate media training and book TV appearances.**

3

TW_0629

13-0906_0360



Cathy McMorris Rodgers:

Fighting for a Balanced Budget Amendment

Cathy has been a true champion for the Balanced Budget Amendment, both publicly and behind the scenes. She also has been a vocal proponent for a constitutional amendment to limit federal spending to no more than 20% of the economy.

Opposing ObamaCare

Cathy is a strong and consistent messenger against ObamaCare and other big government programs, arguing that they rob women and families of the ability to make their own decisions.



At the Supreme Court after health care ruling with Sen. Orrin Hatch

THE HILL

"The Art of the Low Profile"

McMorris Rodgers is the highest-ranking Republican woman in the House — a two-time vice chairman of the Republican conference and the leader of an energized group of Republican women who claim growing influence on its message and priorities.

House Speaker John Boehner (R-Ohio) calls her a "rising star." Her colleagues universally praise her as an "effective, low-key operator" with an open ear to members. Yet even in the GOP's so-called "Year of the Woman," it took a second pregnancy — she's the only member ever to give birth twice while serving in Congress — for buzz to stick.

Talking to McMorris Rodgers, you're almost convinced she prefers it this way.

REUTERS

"Top Republican Woman Becomes A Force"

"In the world of conservative politics, Republican Representative Cathy McMorris Rodgers has arrived."

"A focus on free-market enterprise runs through McMorris Rodgers' conservative voting record, which she says reflects her stance that all women, like men, are better served when businesses can flourish without being too burdened by government."

Roll Call

GOP Media Goes Guerilla

"The operations center ... in Rep. Cathy McMorris Rodgers' office space allows GOP staffers from around the House to implement strategies learned in GOP Labs, a media education series that the Washington State Republican started in January."

HOUSTON CHRONICLE

"5 hits and 5 misses from GOP Convention"

Cathy McMorris Rodgers. This tall, self-possessed congresswoman from the dry (and conservative) eastern side of Washington state is somebody to place big bets on in the political futures market. She showed why with an understated but polished star turn.

A Conservative Reformer

Ending Bailouts

Cathy has worked on reforms to protect U.S. taxpayer dollars from being used in European bailouts, and worked on legislation to rescind a $100 billion line of credit authorized by the President.

Holding the White House Accountable

In the Minority, Cathy launched sunshine.gop.gov, an open government resource that tracked all TARP funds, stimulus spending, and closely followed the Congressional Budget process.





Human Events

"Cathy McMorris Rodgers Becoming A House Stalwart"

Cathy McMorris Rodgers, vice-chairman of the House Republican Conference (R-Wash.) ... left no doubt about where she is coming from politically (lifetime American Conservative Union rating: 93.80 percent).

McMorris Rodgers recalled how only two conservative Republican women were elected to the House in 2002

NationalJournal

"25 Most Influential Women"

What is she most proud of? "I'm proud to be a mom. I love being a mom. I love that experience and watching my kids grow and learn and being a part of their lives," she said. "Because of my kids, I'm a better representative."

RedState

"By Cathy McMorris Rodgers-Blog Post"

"To be told that our party fails to protect women is offensive. To be accused of denying access to women's health is absurd. And to be attacked for limiting opportunities for women just like us is unwarranted."

The Washington Examiner

Obamacare's broken promises

By Cathy McMorris Rodgers

It turns out that the most damning critique of Obamacare comes from President Obama himself. In the long term, unless Obamacare is repealed, an even more devastating legacy will be lost American freedom.

TW_0631

13-0906_0362

Cathy McMorris Rodgers:

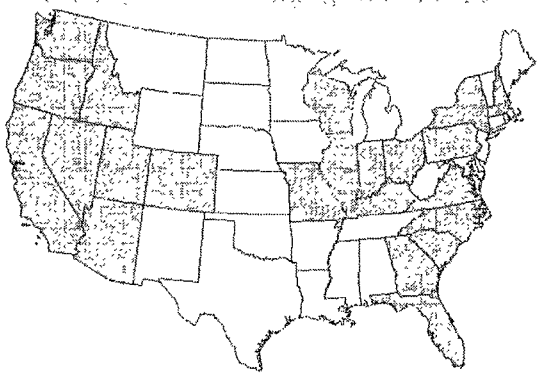
Helping Keep & Expand the GOP Majority

STATES VISITED

- Arizona
- California
- Colorado
- Florida
- Georgia
- Idaho
- Indiana
- Kentucky
- Massachusetts
- Missouri
- New Hampshire
- Nevada
- New York
- North Carolina
- Ohio
- Oregon
- Pennsylvania
- South Carolina
- Utah
- Virginia
- Washington
- Wisconsin

6

Over $1 Million Raised to NRCC
Over $300,000 Directly to Candidates
Top 35 Contributor to Young Guns and Patriot Candidates



Cathy was on the ground in 22 States and 51 Districts

Cathy is a team player:

- **Convention "Host"**
- **Romney House Liaison**

TW_0632
13-0906_0363

Helping Out On the Campaign Trail



In Indiana, with Susan Brooks and Gov. Chris Christie; Daniel Webster in Florida; Ann Marie Buerkle in New York; Ohio with Bill Johnson; in South Carolina for Mick Mulvaney.

In North Carolina campaigning for Renee Ellmers.

Signing in at Joe Heck headquarters in Nevada.

2011-2012 By the Numbers

4 Sunday Shows
27 National Op-Eds
53 Cable Appearances
22 Radio Appearances
68 Press Conferences
Hosted 12 blogger calls for Members
6 Joint teletownhall appearances
5 Joint Op-eds
106 Members participate in annual new media challenge

GOP LABS

Developed an innovative New Media Center in the Capitol offering New Media best practices.

MEMBER SERVICES

- **Social Media**
- **Blogger Outreach**
- **Video Editing**
- **Graphic Design**
- **Tweet Sheet**

8

Cathy McMorris Rodgers:

An Effective Communicator

Highlights of 2011-2012 Activities

- ObamaCare Supreme Court Decision
- Rebutted the Mythical "War on Women"
- Served as Romney-Ryan Media Surrogate
- Delivered Two Weekly Addresses
- Local Media for Members
- Annual New Media Challenge

Selection of National Media Experience

- The Mike Huckabee Show
- The Sean Hannity Show
- The Today Show
- Good Morning America
- Meet the Press
- Hardball with Chris Matthews
- CNN's State of the Union
- Fox News Sunday
- Fox & Friends
- The Kudlow Report
- Your World with Neil Cavuto
- Hugh Hewitt Show
- Michael Medved Show
- The G. Gordon Liddy Show
- CNBC's Squawk Box

Biography & Achievements

Congresswoman Cathy McMorris Rodgers will be serving her fifth term in the U.S. House of Representatives representing the 5th Congressional District of Washington State. She has served as Vice Chairman of the House Republican Conference for two terms.

Congressional Service

Cathy currently serves on the Energy & Commerce Committee, and previously served on the Armed Services Committee, Natural Resources Committee, and Education and Workforce Committee where she was the ranking Member on the Workforce Protections Subcommittee.

A Unique Perspective

Cathy brings a unique perspective to Congress. She is married to a retired Navy Commander, and is the mother of two children, Cole (5), who was born with Down syndrome, and Grace (1).

Cathy's responsibilities have changed significantly over the years but she remains true to her roots. She is working in Congress to get our financial house in order, cut wasteful spending, pay down the debt, and get results for her district and the country.

She served five terms as a citizen legislator in Olympia, eventually being elected to Republican leader. When the legislature was not in session, Cathy worked in her family's small business, Peachcrest Fruit Basket, near Kettle Falls, Washington.

EXHIBIT 38

CONFIDENTIAL

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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

IN RE:	Representative McMorris Rodgers' Campaign Consultant
REVIEW NO.:	13-0906
DATE:	October 23, 2013
LOCATION:	800 17th Street, NW Washington, DC 20006
TIME:	10:20 a.m. to 12:32 p.m. (approximately)
PARTICIPANTS:	Kedric L. Payne Bryson B. Morgan Chris DeLacy

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

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. He signed a written acknowledgement of the warning, which will be placed in the case file in this review.

2. He is currently the Managing Director and President of Polis Political Services, Inc. He has been employed with the company since 1994.

3. He is currently the company's only employee. In 2012, the company had two employees, Joel Graves and Denise Knudsen. Mr. Graves was an administrative assistant who worked from approximately May to November 2012. Ms. Newsom was a graphic artist during the same time period.

4. The witness stated that his company provides services related to campaigns and communications consulting. Specifically, the company provides direct mail, television ads, polling, budgeting, campaign planning, and general consulting services. Occasionally, the company consults clients on television appearances.

5. He told the OCE that he has designed and prepared franked mailings for Representative McMorris Rodgers and Jaime Herrera Beutler.

6. With respect to communications consulting, he has advised clients on writing press releases and editorials.

7. The witness met Representative McMorris Rodgers during the time that she was in the Washington State House of Representatives and he was working in the Washington State Senate.

8. He recalled that around 2007 or 2008, Representative McMorris Rodgers' Chief of Staff, asked him to assist with sending franked mail. The witness continued to assist with franked mail projects when the Chief of Staff became Jeremy Deutsch in 2009. The witness was paid through Polis Political Services, Inc. by the House of Representatives for the franked mail projects on a project-by-project basis.

9. The witness told the OCE that he began providing services to Representative McMorris Rodgers' campaign on a project-by-project basis prior to 2010. He sent out brochures and direct mail that was related to fundraising. He was paid by the campaign for these services per project. The services were not pursuant to a contract and he was not on retainer.

10. The witness stated that he reported to Mr. Deutsch for the projects for the congressional office and projects for the campaign.

11. When asked about services that he provided to Representative McMorris Rodgers' campaign in 2011, the witness told the OCE that he did not recall any work that he did in June, November, or December. He stated that during 2011 he likely provided services to the congressional office related to franked mail. The projects would have included sending mailings related to events held during congressional recess in the district, such as events for seniors and for veterans.

12. In 2012, the witness was a general consultant for Representative McMorris Rodgers' campaign. He was responsible for putting together a campaign budget, direct mail, polling, and hiring people for television ads and other media. He also supervised the campaign staff in the district, namely Jessica Dewitt.

13. The witness stated that he provided services to the congressional office for franked mail projects in 2012. He recalled that franked mail was restricted after May and he would have ended official mailings then. He stated that because franked mail was not permitted past May in 2012, he probably would have worked on a franked mail project in May 2012.

14. When asked to describe services that he provided to the campaign in August 2012, the witness recalled that there was a primary election that month and he may have done a direct mailing and television advertisements in July or August 2012 in advance of the August primary election.

15. He recalled traveling to Washington, DC in February and August 2012. He did not recall traveling to Washington, DC in April 2012. When he traveled to Washington, DC he met with Mr. Deutsch and they met in Representative McMorris Rodgers congressional office, the Capitol Hill Club, or Mr. Deutsch's apartment.

16. He told the OCE that most of his communications concerning his work were done via email, phone, or text with Mr. Deutsch. The witness did not discuss his campaign activities during this period in 2012 with Representative McMorris Rodgers.

17. When asked whether he prepared Representative McMorris Rodgers for any television appearances or interviews, the witness stated that he did not. He said that he did not assist Representative McMorris Rodgers with her appearance on Meet the Press in April 2012 and he did not recall when she appeared on the televisions show. He also stated that he did not prepare for any appearances related to the Supreme Court decision concerning healthcare.

18. The witness was shown an email to him from Mr. Bell, dated September 10, 2012 (SS00009). He told the OCE that this email concerned the leadership race for Conference Chair. Mr. Deutsch and Patrick Bell had asked him around September 2012 to prepare a packet and video, but the witness told Mr. Bell that he did not have time to work on the project then. The witness stated that he was not able to begin the project until approximately the end of October. He said that he prepared the packet and video as a campaign consultant and the campaign paid him.

19. He said that he did not speak with Representative McMorris Rodgers about his preparation of a packet and video for her race for Republican Conference Chair.

20. The witness' employees, Ms. Newsom and Mr. Graves, assisted him with preparing the packet and video. He also hired a company, Mortimore Productions, to edit the video.

21. The witness stated that Mr. Deutsch, Mildred Webber, and Mr. Bell worked on the packet and video project. He also stated that Dawn Sugasa may have been copied on some of the emails, but the witness said that he was hesitant to characterize Ms. Sugasa's role as assisting in the packet and video.

22. Mr. Bell was the primary point of contact for the packet and video project. He served as the project manager, compiling the video, which was largely a collection of clips. He shared the information with everyone involved. He then sent the project to Mr. Deutsch for his edits and approval. The witness stated that he did not know who Ms. Webber was at first, but came to learn that she was someone with extensive experience with leadership races and that was the reason she was involved by providing minor edits.

23. When asked about the statement that "Todd and Riva scoured our folders from this Congress, and added their favorite images/photos adding images," the witness stated that he has no reason to believe that this is not true.

24. When asked about the reference to a "Conference Letter" in the email, the witness stated that a letter was sent with the packet for the leadership race that asked Members to vote for Representative McMorris Rodgers. He told the OCE that he believes Mr. Winer drafted this letter, but he is not certain because the witness was in Olympia, Washington at the time and was working on the project through Mr. Bell.

25. The witness was shown an email from Mr. Bell to Todd Winer and Riva Litman, dated October 18, 2012 (TW_0039). He told the OCE that the email concerned an Accomplishments Magazine for Representative McMorris Rodgers, which was for her campaign and not for the leadership race. Mr. Bell asked the witness to create the Accomplishments Magazine. When asked why Mr. Bell was asking the witness to do campaign work, the witness stated that it was because Mr. Bell worked for Mr. Deutsch. When asked who else assigned him campaign projects, the witness stated that he generally came up with campaign plans related to television and direct mail and implemented those plans after they were reviewed by Mr. Deutsch and Representative McMorris Rodgers.

26. The witness designed and printed the Accomplishments Magazine. He stated that the email accurately described the roles of Mr. Winer, Ms. Litman, and Mr. Bell on the project. Mr. Winer completed some of the writing for the Accomplishments Magazine.

27. The witness was shown an email to him from Mr. Bell, dated October 30, 2012 (SS00125-00129). He told the OCE that the email concerns the video for the leadership race, which involved revisions to the Top of the Morning video. The Top of the Morning video was used in a campaign event that Representative McMorris Rodgers held annually around St. Patrick's Day. The video introduced Representative McMorris Rodgers and highlights some of her accomplishments.

28. According to the witness' recollection, the email accurately reflects the timing of the project, including the mailing of the packet on November 6, 2012. The witness stated that he did not print the packets. The printing was done by Representative McMorris Rodgers' campaign at Kinkos and sent via FedEx.

29. When asked whether the email refreshed his recollection of what Mr. Winer and Ms. Litman did for the video, the witness stated that the email only refreshed his recollection that Mr. Bell sent him an email that stated what Mr. Winer and Ms. Litman did for the campaign.

30. The witness was show an email to him and other recipients from Mr. Deustch, dated November 1, 2012 (JDOCE-0429). He told the OCE that Joe Rachinsky was a professional fundraiser for Representative McMorris Rodgers who acted as a "sounding board." He stated that Jeff Mackinnon was a lobbyist who was a "fan" of Representative McMorris Rodgers who provided informal advice about the leadership race.

31. The witness stated that he did not recall the telephone conversation referenced in the email. He said there were not a series of telephone calls, but rather there was email traffic.

32. He was shown and email to him from Mr. Deutsch, dated November 3, 2012 (JDOCE-0319), and he confirmed that the packet edits referenced where those of Ms. Webber, Mr. Rachinsky, and Mr. Mackinnon.

33. The witness told the OCE that he was paid a retainer for his work on the video and packet for the leadership race. He was shown an invoice for Polis Political Services, Inc. (JDOCE-403). He stated that the October and November retainers referenced in the invoice were payments for the packet and video. He also was paid under the retainer when he traveled to Washington, DC after the election around November 11, 2012.

34. When asked whether he received a retainer for December 2012, the witness stated that he thinks he did, and stated that he continues to receive a retainer from the campaign.

35. The witness stated that he traveled to Washington, DC around November 11, 2012 and stayed until November 17 to meet with Mr. Deutsch and to "blow off some steam" following the election. During this time the witness was in Representative McMorris Rodgers' congressional office daily. He estimated that he spent five hours per day in the office.

36. When asked about the work he performed while in the congressional office, the witness said that the staff was there "visiting" and he "was keeping them company." When asked what the staff was doing, he told the OCE that they were working on the leadership race. He described himself as a passive participant in the office.

37. During his time in the office, the witness stated that he sat at a desk with a computer, but not a phone. He said that he used his personal computer, but also used Mr. Bell's office computer because Mr. Bell had recently left the office to move back to Washington state. He said he used Mr. Bell's computer to browse the internet.

38. When asked about the interaction that he had with Representative McMorris Rodgers, he stated that he was working in a "bullpen area" and he recalled a conversation about whether she should say that she was running for Conference "Chair" or "Chairman". He

did not recall any other specific conversations, but said that there were a lot of general discussions about what to do strategically, but the witness stated that he was a pretty passive participant in those discussions. He stated that he may have looked at a few of Representative McMorris Rodgers' statements and speeches during his time in the office.

39. The witness stated that he did not do any work on the leadership race when he was in Washington, DC and that the packet and video had been completed by the time he traveled to Washington, DC.

40. The witness returned to Washington, DC approximately one week after the leadership race because Mr. Deutsch asked him to assist with the Republican Conference office by helping Mr. Deutsch set things up and make changes. He had known Mr. Deutsch since 2004 and had worked on many projects with him. The witness described Mr. Deutsch as a friend. When asked whether Representative McMorris Rodgers also asked him to return to the office, the witness said no.

41. He stated that new staff was needed for the Republican Conference, who would be hired in January 2013. He was involved in interviews, hiring decisions, budget decisions and oversight, and improving the office.

42. The witness stated that in November he was not being paid for his services for the office. In December, when his work had become significant, Chelsea Brown of the Republican Conference put him on the payroll and paid for his services in December.

43. The witness was shown an email from him to Mr. Deutsch dated December 9, 2012 (CMROCE-0355). He told the OCE that during this time in December he began discussions about being paid for his work by the Republican Conference. The "AE1 technology budget" refers to a conference budget for technology (website, videos, digital media, etc.). The "salaried section" is essentially the MRA for the conference.

44. He told the OCE that the Ms. Webber's employment with the Republican Conference ended because she was a temporary employee who worked for many offices and was not going to be a permanent employee for the Republican Conference. The $3,000 per month payments referenced in the email was to be paid by the Republican Conference, Representative McMorris Rodgers' Leadership PAC, or the MRA of the personal office. Ultimately, the leadership PAC paid Ms. Webber. Her duties were to consult with Mr. Deutsch about the Republican Conference and what was going on with the Republican members of the House more generally. Previously, she had also consulted on how to win the leadership race and was involved in evaluating and hiring staff during the Conference's transition.

45. When asked about the statement "Todd-he should not come in," the witness stated that Mr. Winer was fired at some point around December 9. Prior to being fired, Mr. Winer was told that he was not going to get the job as Communications Director of the Republican Conference. The relationship between Mr. Deutsch and Mr. Winer was "extremely frosty." People in the office were worried about Mr. Winer's emotional stability and thought he could physically harm someone. Mr. Deutsch told the witness that Mr. Winer had used harsh words with Mr. Deutsch.

46. The witness did not know first-hand why Mr. Winer was fired, but he heard from Mr. Deutsch that Mr. Winer had become increasingly negative and was not doing a good job.

47. The witness stated that he worked with Mr. Winer with franked mail projects and found him to always be professional, but he was very introverted.

48. When asked who was responsible for Mr. Winer's duties in December 2012, the witness said Ms. Litman. He said that taking on Mr. Winer's duties would not have been a big change for Ms. Litman.

49. The witness stated that Brett O'Donnell is a "media trainer" that helped with debate preparation and media interviews. He said Mr. O'Donnell assisted with debate preparation and media interviews for Representative McMorris Rodgers.

50. The witness was shown an email from him to Mr. O'Donnell dated December 4, 2012 (BO_0048) and an email to him from Mr. O'Donnell dated December 5, 2012 (BO_0069). He recalled that during December 2012, Representative McMorris Rodgers had various media appearances concerning the fiscal cliff. Mr. O'Donnell prepared her for these appearances. He stated these preparation sessions typically occurred in the Republican Conference office and included Ms. Litman. The witness recalled attending a preparation session for a media appearance, but he is not certain if it occurred in December 2012 or early 2013. He did not consider the media appearances to be for the campaign, but rather official congressional work.

51. The witness confirmed that the Republican Conference paid him $5,833 on December 17. He believes that the amount of the payment was determined by Hans, the Deputy Chief of Staff for the Conference and Ms. Brown. The witness does not know why payroll records show him receiving and paying back $833 because he never received the payment. He believes that it was an administrative error.

52. When asked about his duties for the Republican Conference in January 2013 after hiring decisions had been made, he stated that he was responsible for setting goals for the office especially on the communications side.

53. When asked why he is no longer employed with the Republican Conference, the witness stated that there was an effort to make sure that everything was "kosher" because of the OCE investigation. He stated that around July 2013 Nate Hodson with the Republican Conference received a call from a reporter concerning the witness' work for the Republican Conference. The witness then also received a call in July from a reporter concerning his employment with the Conference. The witness and Mr. Deutsch thought that it was permissible for the witness to be simultaneously paid by the campaign and the Republican Conference to do political and conference work, but they decided they would stop the witness' payments from the Conference just to be safe.

54. The witness stated that he was removed from the payroll of the Republican Conference effective June 30, 2013. He was removed on June 30, 2013 although he had continued to work for the Republican Conference in July 2013. The witness stated that at no point did he have any discussion with Representative McMorris Rodgers regarding the OCE investigation.

55. When asked whether he continues to provide services to the Republican Conference, the witness said yes, and that he does so "frequently." He travels to Washington, DC to work for the Republican Conference approximately ten days per month. He communicates with Republican Conference staff via email and telephone multiple times per week.

56. He currently advises the Republican Conference staff on communications goals. He also advises Representative McMorris Rodgers' personal office on communications, but most of her communications are done through the Republican Conference. He described an example of a press release on the National Forest that he did for the personal office in September 2013.

57. The witness stated that he is not receiving any payments for his services or travel expenses related to the Republican Conference, but he would like to be paid for those services. He has not been submitting his travel expenses to the Conference or to Representative McMorris Rodgers' office for reimbursement. Rather, he has been personally covering those expenses.

58. He told the OCE that he is paid a monthly retainer by Representative McMorris Rodgers' campaign committee. He said the retainer increased by about $400 in July. The increase was due to campaign work that he is doing. He has not done any direct mail projects in 2013, but he has supervised the district campaign staffer. He also approved a fundraising letter in September 2013.

This memorandum was prepared on October 26, 2013, based on the notes that the OCE staff prepared during the interview with the witness on October 23, 2013. I certify that this memorandum contains all pertinent matters discussed with the witness on October 23, 2013.

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 39

CONFIDENTIAL

Polis Political Services, Inc

Polis Political Services, Inc
PO Box 11794
Olympia, WA 98508

(360)489-[redacted]
[redacted]@politicalservices.org

Invoice

Date	Invoice No.
10/31/2012	3112
Terms	Due Date
Due on receipt	10/31/2012

Bill To

Cathy McMorris
McMorris for Congress
PO Box 137
Spokane, WA 99210

Amount Due	Enclosed
$6,000.00	

>< Please detach top portion and return with your payment. ><

Date	Activity	Quantity	Rate	Amount
10/01/2012	October Retainer	1	3,000.00	3,000.00
10/31/2012	November Retainer	1	3,000.00	3,000.00
			Total	$6,000.00

JDOCE-0403

EXHIBIT 40

Image# 13960363356

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) — PAGE 102 OF 116
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

Any information copied from such Reports and Statements may not be sold or used by any person for the purpose of soliciting contributions or for commercial purposes, other than using the name and address of any political committee to solicit contributions from such committee.

NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Polis Political Services, Inc.

Mailing Address 2014 Clairmont Cir SW

City: Olympia | State: WA | Zip Code: 98512

Purpose of Disbursement: Advertising - commissions on TV & radio ads

Category/Type: 004

Candidate Name

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[ ] Primary [X] General [ ] Other (specify)

Date of Disbursement: 10 / 31 / 2012

Amount of Each Disbursement this Period: 15690.00

Transaction ID : SB17.59802

B. Full Name (Last, First, Middle Initial)
Polis Political Services, Inc.

Mailing Address 2014 Clairmont Cir SW

City: Olympia | State: WA | Zip Code: 98512

Purpose of Disbursement: Office - campaign management fees

Category/Type: 001

Candidate Name

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[ ] Primary [X] General [ ] Other (specify)

Date of Disbursement: 10 / 31 / 2012

Amount of Each Disbursement this Period: 6000.00

Transaction ID : SB17.59804

C. Full Name (Last, First, Middle Initial)
Polis Political Services, Inc.

Mailing Address 2014 Clairmont Cir SW

City: Olympia | State: WA | Zip Code: 98512

Purpose of Disbursement: Advertising - newspaper insert

Category/Type: 004

Candidate Name

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[ ] Primary [X] General [ ] Other (specify)

Date of Disbursement: 10 / 31 / 2012

Amount of Each Disbursement this Period: 23193.00

Transaction ID : SB17.59805

SUBTOTAL of Disbursements This Page (optional) 44883.00

TOTAL This Period (last page this line number only) .....

EXHIBIT 41

From: Angela Downey <[redacted]@mortimore.com>
Subject: CMR Invoice
Date: November 2, 2012 1:08:53 PM PDT
To: Stan Shore <[redacted]@politicalservices.org>
Cc: Dan Mortimore <[redacted]@mortimore.com>

1 Attachment, 810 KB

Hi Stan,

I am leaving for the rest of the afternoon, so all further communication will need to be done with Dan and Ray.
Since Ray has worked about 12 hours non-stop on this project already (yesterday and this morning), plus assuming you'll be doing revisions on Monday... this total is above what I previously stated yesterday, but is more realistic.

Angela

Mortimore Productions, Inc.
9315 N. Nevada
Suite 208
Spokane, WA 99218

Invoice

Date	Invoice #
11/2/2012	20577

Bill To
Cathy McMorris Rodgers for Congress PO Box 137 Spokane, WA 99210-0137

P.O. No.	Terms
	Upon Receipt

Description	Qty	Rate	Amount
Audio Studio Services		150.00	150.00
Talent - Voice		300.00	300.00T
On Line Editing	16	255.00	4,080.00
Video Archive Fee		100.00	100.00T
Web Compression		200.00	200.00T
CMR - Vice Chair 2012 Video			

Subtotal	$4,830.00
Sales Tax (8.7%)	$52.20
Total	$4,882.20
Payments/Credits	$0.00
Balance Due	$4,882.20

Please note address change above.
Thank you!

Angela Downey

MORTIMORE PRODUCTIONS
VP Marketing & Sales • Voice Talent
www.mortimore.com • 509.327[redacted]

EXHIBIT 42

Image# 13960363353

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) — PAGE 99 OF 116

[X] 17 [ ] 18 [ ] 19a [ ] 19b [ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Media Plus

Mailing Address 160 Roy St

City: Seattle | State: WA | Zip Code: 98109

Purpose of Disbursement: Advertising - TV and radio ads

Candidate Name:

Category/Type: 004

Office Sought: [ ] House [ ] Senate [ ] President — State: — District:

Disbursement For: 2012 — [ ] Primary [X] General [ ] Other (specify)

Date of Disbursement: 10 / 24 / 2012

Amount of Each Disbursement this Period: 30510.00

Transaction ID : SB17.59607

B. Full Name (Last, First, Middle Initial)
MediaTown Marketing

Mailing Address 664 Exceller Cir

City: Newmarket/Ontario | State: ZZ | Zip Code: 12345

Purpose of Disbursement: Office - hosting website

Candidate Name:

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President — State: — District:

Disbursement For: 2012 — [ ] Primary [X] General [ ] Other (specify)

Date of Disbursement: 10 / 30 / 2012

Amount of Each Disbursement this Period: 64.00

Transaction ID : SB17.59800

C. Full Name (Last, First, Middle Initial)
Mortimore Productions

Mailing Address 1520 W Garland # D

City: Spokane | State: WA | Zip Code: 99205

Purpose of Disbursement: Office - video production

Candidate Name:

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President — State: — District:

Disbursement For: 2014 — [X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 11 / 13 / 2012

Amount of Each Disbursement this Period: 4882.00

Transaction ID : SB17.60014

SUBTOTAL of Disbursements This Page (optional): 35456.00

TOTAL This Period (last page this line number only):

FE6AN018

FEC Schedule B (Form 3) (Revised 02/2009)

13-0906_0384

EXHIBIT 43

CONFIDENTIAL

Deutsch, Jeremy

From: Mildred Webber [[redacted]@gmail.com]
Sent: Saturday, November 03, 2012 12:40 PM
To: Deutsch, Jeremy
Subject: Fwd: CMRChair packet

What do you think?

Sent from my iPhone

Begin forwarded message:

> **From:** Kelle Strickland <[redacted]@gmail.com>
> **Date:** November 3, 2012, 12:34:45 PM EDT
> **To:** Mildred Webber <[redacted]@gmail.com>
> **Subject: Re: FW: CMRChair packet**
>
> I can't make a call on the package (to my opinion is not the one we need - and be t is hard for me to get an accurate perspective of the official to campaign ratio of the package by reading it on my bb. I am happy to go into the office this afternoon and look at it on my computer - but would want to consult George at Hse Admin. My advice would be - be they want to keep it confidential and I can't share it - that Jeremy call George at House Admin and find out if in his opinion it crosses the line.
>
> Let me know if I can be more helpful though.
>
> On 11/3/12, Mildred Webber <[redacted]@gmail.com> wrote:
>
> Did you get this Kelle? Can u lookover to see ifit is alleable under the mra? confidential thanks
>
> From: Joe Rachinsky [redacted]@catalystgroupllc.com>
> Date: Friday, November 2, 2012 6:06 PM
> To: "JEFFREY M. MacKINNON" <[redacted]@rmvblip.com>, Mildred HOLMES
> <[redacted]@gmail.com>, Patrick Bell <[redacted]@patbell.com>, 'Jeremy deutsch'
> <[redacted]@aol.com>
> Subject: FW: CMRChair packet
>
> Hey Jeff Jeremy accidentally left you off the first email a little while

JDOCE-0390

ago.

From: jeremy deutsch [[redacted]@aol.com]
Sent: Friday, November 02, 2012 5:35 PM
To: Patrick Bell; Mildred Webber; Joe Rachinsky
Subject: Fwd: CMRChair packet

Attached, please find a draft copy of the packet.

Begin forwarded message:

From: Stan Shore <[redacted]@politicalservices.org>

Date: November 2, 2012 5:18:23 PM EDT

To: Jeremy Deutsch <[redacted]@aol.com>

Subject: Fwd: CMRChair packet

Begin forwarded message:

From: Denise Knudson <[redacted]@politicalservices.org>

Subject: Re: CMR Vice Chair

Date: November 2, 2012 2:15:19 PM PDT

CONFIDENTIAL

To: Stan Shore <[redacted]@politicalservices.org>

--
Sent from my mobile device

JDOCE-0392

13-0906_0388

EXHIBIT 44

CONFIDENTIAL

Re: Packets

From: Dawn Sugasa <[redacted]@gmail.com>
To: Shaughnessy Murphy <[redacted]@gmail.com>; [redacted]@aol.com>
Subject: Re: Packets
Date: Mon, Nov 5, 2012 2:54 pm

Okay. My cleaners are just finishing up and then I will pick you up to go buy everything. Does that work? Can you grab the campaign card from Jeremy?

From: Shaughnessy Murphy <[redacted]@gmail.com>
Date: Monday, November 5, 2012 11:52 AM
To: [redacted]@aol.com" [redacted]@aol.com>
Cc: Dawn Sugasa <[redacted]@gmail.com>
Subject: Re: Packets

Jeremy just finished with admin, it has to be all campaign funds.

On Nov 5, 2012, at 11:41 AM, [redacted]@aol.com" [redacted]@aol.com> wrote:

no calling now.
-----Original Message-----
From: Dawn Sugasa <[redacted]@gmail.com>
To: Jeremy Deutsch [redacted]@aol.com>; Shaughnessy Murphy <[redacted]@gmail.com>
Sent: Mon, Nov 5, 2012 2:35 pm
Subject: Packets

Packets are ready to be picked up. Do we know how we're paying for them yet?

JDOCE-0393

13-0906_0390

APPENDIX C

McGuireWoods LLP
2001 K Street N.W.
Suite 400
Washington, D.C. 20006-1040
Tel 202.857.1700
Fax 202.857.1737
www.mcguirewoods.com

McGUIREWOODS

elliot s. berke
Direct: 202.828.2814

eberke@mcguirewoods.com
Fax: 202.857.2990

January 17, 2014

Congressman K. Michael Conaway
Chairman
Congresswoman Linda T. Sanchez
Ranking Member
House Committee on Ethics
1015 Longworth House Office Building
Washington, DC 20515-6328

RE: OCE REQUEST FOR INFORMATION (Review No. 13-0906)

Dear Chairman Conaway and Ranking Member Sanchez:

On behalf of Congresswoman Cathy McMorris Rodgers, I appreciate the opportunity to submit this written statement to the Committee on Ethics (Committee) regarding the Office of Congressional Ethics (OCE) Review No. 13-0906 (OCE Report). We look forward to discussing this matter with you and fully cooperating with any review undertaken by the Committee.

This statement reflects our initial reaction to the OCE Report and the best recollections of the Congresswoman and her current staff. We reserve the right to supplement this statement with further information, and any lack of comment to anything contained in the OCE Report should not be viewed as any admission by Congresswoman McMorris Rodgers. In the interest of clarity, we have repeated the OCE Report conclusions below along with our comments. We raise no objection to the public release of this statement by the Committee.

I. Introduction

Congresswoman Cathy McMorris Rodgers is serving her fifth term in the U.S. House of Representatives representing the people of Washington's Fifth Congressional District. She was elected Chairman of the House Republican Conference by her colleagues in November 2012. As we emphasized throughout the OCE's inquiry, Congresswoman McMorris Rodgers and her staff maintain a strong commitment to complying with federal law and House Rules and Standards of Conduct, including those governing campaign activity by official staff.

The Congresswoman and her staff cooperated fully with the OCE's inquiry by complying with all requested interviews and the production of over a 1,000 pages of documents. The OCE

interviewed the Congresswoman and current House Republican Conference staff members Jeremy Deutsch (Chief of Staff), Shaughnessy Murphy (Director of Member Services), and Riva Litman (Press Secretary). As those interviews and documents demonstrated, the Congresswoman makes certain that all staff, both within her congressional office and the House Republican Conference, complete annual training with the Committee. *See* CMROCE-03320. In addition, and while not required, she also mandates that all staff certify compliance with an internal office handbook that makes clear that employees may only engage voluntarily in campaign work on their own free time and that official House property, equipment and resources may not be used for campaign activities (except as permitted for scheduling and any other permissible purposes detailed in the *House Ethics Manual*). At *no* time has any employee ever been coerced into doing any campaign work.

All payments from her congressional office, the House Republican Conference, her congressional campaign committee, and her leadership PAC were for bona fide permissible services. Payments from her congressional campaign committee or her leadership PAC were either for political or for office holder-related expenditures (the latter in accordance with the *House Ethics Manual* and the Federal Election Campaign Act, and the regulations promulgated thereunder). When she ran for House Republican Conference Chairman, her staff consulted with both the Committee and the House Committee on Administration to ensure that official resources were being properly utilized, and ultimately decided out of the abundance of caution that a packet and video prepared to augment her leadership race should be paid for by her congressional campaign committee. We therefore reject all conclusions reached by the OCE in its Report.

II. Allegation that Representative McMorris Rodgers May Have Used Official Resources for Campaign Activity

A. Allegation that Official Resources Used for Campaign Debates

The OCE draws the following conclusion in its Report:

> Based on the information before the OCE, there is substantial reason to believe that congressional office space, travel expenses, and staff time were used for campaign debates in October 2012.

OCE Report at 16.

Congresswoman McMorris Rodgers engaged in debate preparations during the 2012 campaign on her own time and with congressional staff as volunteers on their own time as is allowed by federal law and House Rules and Standards of Conduct. During the course of the OCE's inquiry, the Committee interviewed current House Republican Conference employees Messrs. Deutsch and Murphy and Ms. Litman, all of whom confirmed that they participated in debate preparation on a voluntary basis and on their own time. Deutsch MOI at 5; Murphy MOI at 4; Litman MOI at 2). On one occasion, a conversation that included debate preparation

occurred in her congressional office. That conversation occurred outside of the work week on Sunday, October 7, 2012, and was the only such conversation held in her congressional office. The Congresswoman told the OCE that the conversation was held in her office in Washington, DC because she knew her home was noisy with her young children. CMR MOI at 7. While her upcoming debate was discussed, it was by no means the only item during the meeting: Mr. Murphy recalls that calendar and policy issues were also discussed during the broader staff meeting (Murphy MOI at 5), as did Brett O'Donnell, a consultant who was also in attendance (O'Donnell MOI at 3). Nevertheless, Congresswoman McMorris Rodgers regrets that the conversation occurred at that location, conveyed that regret to the OCE during its inquiry, and extends that regret to the Committee. While other debate preparations appeared on her calendar with references to the location being her congressional office, those preparations did not occur and it was not her intention that they take place in an official office. CMR MOI at 7. The statements made by Mr. Winer regarding other debate preparations are therefore simply inaccurate, as they did not take place in any official building. Winer MOI at 9.

That being said, *no* travel expenses or staff time were ever used for campaign debates in October 2012, or at any other time. As the *House Ethics Manual* states:

> The determination of the primary purpose of a trip must be made in a reasonable manner, and one relevant factor in making that determination is the number of dates devoted to each purpose. That is, often the primary purpose of a trip is the one to which the greater or greatest number of days is devoted.

House Ethics Manual at 116.

As the OCE correctly stated, Messrs. Deutsch, Winer, Murphy and then employee Patrick Bell traveled to the district from October 8 to October 12, 2012. The total cost of the travel expenses for the congressional staff was approximately $4,794. OCE Report Exhibit 10. The primary purpose for the travel was to conduct official business. All employees worked full days and conducted official business during that period. That they also engaged in campaign activity on behalf of the Congresswoman on their own time during the period does not negate that fact.

Mr. Deutsch's schedule was as follows, with only the bolded entries constituting campaign activity:

October 8, 2012
--Fly: DCA to GEG
--Debate prep (evening)

October 9, 2012
--KSPS Debate (prior to work)
--Santorum Event (briefly attended; non-campaign event)
--Met with State Rep. Susan Fagan
--Met with Former City Council Member Diana Wilhite

--Call with Mike Poulson regarding Farm Bill and office issues
--Met with Patrick Bell re: concerns with Todd Winer
--Todd Winer (meeting to discuss performance review)
--Conference Call with Jeff Bjornstad re: Avista

October 10, 2012
--Met with business roundtable leaders
--Meeting with Dick Leland
--Larry Larison Lunch
--Dr. Schweitzer Call (public policy/political)
--Debate Prep
--Worked out of district office
--Leadership election calls
--Dinner with Rod Schneidmiller (public policy EPA/campaign related)

October 11, 2012
--Attended debate (during lunch)
--Met with Mark Benson
--Met with County Commissioners
--Coffee with Mayor David Condon
--Fly: GEG to DCA

Mr. Murphy's schedule was as follows, with only the bolded entries constituting campaign activity:

October 8, 2012
Fly: DCA to GEG

October 9, 2012
--Attended Debate at KSPS
--Worked out of District office
--Traveled to Caterpillar
--Tour/Visit Caterpillar
--Drove to Wear-Tek
--Tour/Visit Wear-Tek
--Worked out of District office re: Washington State Military Alliance report

October 10, 2012
--Worked out of District office re: Washington State Military Alliance report
--Met with Rick Desimond and Seniors Roundtable & Retire Safe Award
--Met with Shelia Stalph, Deputy District Director re: personnel issue
--Homebuilders Meeting
--Worked out of district office – scheduling constituent visits for later in the month
--Met w/ Superintendent of Spokane Public Schools

October 11, 2012
--Worked out of District office – editing constituent mail
--Editorial Board Prep
--Spokesman Editorial Board
--Worked out of District office – scheduling constituent visits for later in the month
--Debate Prep

October 12
--Attend Debate at Red Lion
--District Office Staff Meeting
--Fly: GEG to DCA

The congressional office does not believe it has access to the calendars of former staffers Messrs. Winer and Bell, but there is no reason to believe their travel constituted any misuse of resources.

The general terms, conditions, and specific duties of House employees traditionally have been within the discretion of the employing Member or committee. *House Ethics Manual* at 267. Congresswoman McMorris Rodgers told the OCE that, in her discretion, her office has flexibility with hours (but that campaign work must of course be done outside of the office and without the use of congressional equipment). CMR MOI at 1. While the congressional staff did indeed engage in campaign activity during this period, they did so strictly as volunteers on their own time. As the Committee is acutely aware, a Congressional work day typically extends beyond eight hours. As stated in the *House Ethics Manual*:

> [D]ue to the irregular time frames in which the Congress operates, it is unrealistic to impose conventional work hours and rules on congressional employees. At some times, these employees may work more than double the usual work week — at others, some less. Thus employees are expected to fulfill the clerical work the Member requires during the hours he requires and generally are free at other periods. If, during the periods he is free, he voluntarily engages in campaign activity, there is no bar to this.

House Ethics Manual at 136 (citing House Comm. on Standards of Official Conduct, Advisory Opinion No. 2 (July 11, 1973)).

A review of the itemized breakdown of costs for the travel affirms that all such costs supported the primary official purpose of the travel. *See* OCE Report Exhibit 10. Therefore, even if the travel served a mixed purpose, the Committee only requires *additional* costs to be borne by a source associated with the secondary purpose. *House Ethics Manual* at 116 (emphasis added). Here, even if there were such a secondary purpose, there were *no* additional costs.

In addition, while the Committee in the *House Ethics Manual* recommends that employees should record their time when engaging in campaign work, it does not make such action mandatory: "Employees who do campaign work while remaining on House payroll *should* keep careful records of the time they spend on official activities, and separately, on campaign activities..." *House Ethics Manual* at 137 (emphasis added). The absence of such records would therefore not constitute a violation of any House Rule or Standard of Conduct.

The OCE also misstates the purpose of the cited provision in the Employee Handbook for the Office of Congresswoman McMorris Rodgers (Handbook) in its Report. *See* OCE Report at 16. As clarified by Mr. Deutsch during his interview with the OCE, that provision governs when an employee is taking leave to work on a campaign *other* than on behalf of Congresswoman McMorris Rodgers, not when they are engaging in campaign activity on their own time. Deutsch MOI at 4. A review of the Campaign Work Authorization Form included in the Handbook as Appendix G makes said purpose clear by requiring the employee to identify the Name of the Candidate; Public Office Campaigning for; the Location of the Campaign Office; and the employees Duties as Campaign Worker. Consequently, if an employee is engaging in campaign activity for the Congresswomen on his or her own time, there would be no need to take leave, no need to keep records and no need to complete a Campaign Work Authorization. *Id.* Even if the OCE were correct in its read of the Handbook, failure to comply with an internal policy would not justify the OCE's conclusion that there was a substantial reason to believe that congressional office space, travel expenses, and staff time were used for campaign debates in October 2012.

B. Allegation that Official Resources Used for Campaign Speeches and Press Releases

The OCE draws the following conclusion in its Report:

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

OCE Report at 18.

It now appears incontrovertible that Mr. Winer engaged in campaign activity using official resources. He himself admitted to engaging in said improper conduct to the OCE. *See generally* Winer MOI. In addition, documents were discovered during the course of the OCE inquiry by Mr. Deutsch on Congresswoman McMorris Rodger's congressional office S:\drive.

These documents were produced to the OCE by Mr. Deutsch and appear to reflect campaign activity by Mr. Winer, including during the employee's prior employment with Senator Kay Bailey Hutchison. *See* OCE Report Exhibit 20. Prior to the discovery of the campaign documents, Mr. Deutsch, Congresswoman McMorris Rodgers, and all known employees of the House Republican Conference and her congressional office were unaware that they were located on the personal office drive. *See generally* CMR MOI; Deutsch MOI; Litman MOI. The placement of the documents on the congressional office drive was not consistent with the House Rules and Standards of Conduct and internal office policy. The Congresswoman and Mr. Deustch were consequently very disappointed and alarmed to discover them. As Mr. Winer remains a House employee, we trust that the Committee will review his conduct accordingly.

Mr. Winer grossly mischaracterized his interest in performing campaign activity throughout his interview. As the Congresswoman told the OCE, Mr. Winer wanted to be *more* involved in campaign work, especially during the leadership race and during the 2012 presidential election cycle. According to Mr. Deutsch, Mr. Winer was a political animal who was eager to volunteer for campaign activity. Mr. Winer was the one who initially brought up his interest in engaging in volunteer campaign activity during their initial interview, having done so for two Senatorial campaigns.

Mr. Winer often overstated his actual involvement with campaign activity. As example, he discusses writing his first press release in April 2010, when Mr. Deutsch actually wrote the release on his own time with Campaign Consultant Stan Shore, and erroneously references conversations in the Capitol and the congressional office with the Congresswoman and Mr. Deutsch when both were actually in Spokane, Washington. Winer MOI at 4-5. He told the OCE that he wrote the press release for the Congresswoman when she endorsed Mitt Romney for President, but Mr. Deutsch specifically recalls that Mr. Winer was not involved with the drafting of that document. He also referenced a conversation that he claims took place in the office in August 2010 with Mr. Deutsch and Kim Betz, another employee, which both deny and that could not have occurred since Ms. Betz was then out of the office on maternity leave. Winer MOI at 10.

We strongly reject, however, that Congresswoman McMorris Rodgers had *any* contemporaneous knowledge whatsoever of Mr. Winer's improper conduct. Mr. Winer's admitted improper conduct by no means creates some knowledge of his improper conduct by the Congresswoman or the rest of her staff. It was inconsistent with the manner in which all other employees conducted themselves. As Congresswoman McMorris Rodgers told the OCE, her campaign speeches were largely drafted not just by Mr. Winer, but also by Mr. Deutsch and Campaign Consultant Stan Shore. CMR MOI at 3. Mr. Deutsch told the OCE that his volunteer work for the Congresswoman's campaign, including the drafting and editing of campaign speeches, was always on his own time and without the use of official resources. Richard Leland, her former District Director, also told the OCE that his campaign activity was always voluntary, on his own time, and not coerced. *See* Letter from Omar S. Ashmawy to Elliot S. Berke, provided pursuant to OCE Rule 4(F), November 25, 2013. In addition, Ms. Litman told the OCE that she also volunteered to write campaign speeches, did so on her own time, and did so without

using official resources. Litman MOI at 2, 7. The fact that all other individuals who worked on campaign speeches for the Congresswoman did so in compliance with federal law, House Rules and Standards of Conduct stands in stark and conspicuous contrast to Mr. Winer's admitted improper conduct.

Congresswoman McMorris Rodgers told the OCE that hard copies of her campaign speeches were usually compiled in a binder of various items that her staff provided to her before she left the office for the day, but that the staff also delivered the binder to her home if she had already left the office. CMR MOI at 3. Congresswoman McMorris Rodgers also told the OCE that she had conversations about campaign speeches with Mr. Winer that sometimes occurred in the congressional office, but that also occurred at the National Republican Congressional Committee, or "wherever we might be." CMR MOI at 3. Those statements also do not support the conclusion that the Congresswoman had *any* – let alone sufficient – knowledge of Mr. Winer's improper conduct.

In terms of how speeches were placed in the Congresswoman's binder, other witnesses confirmed there was no singular protocol or procedure – again demonstrating that the Congresswoman would have no reason to believe that Mr. Winer was engaging in improper conduct. Ms. Litman told the OCE that the speeches she helped to draft that were placed in the nightly binder were official in nature. She also told the OCE that she would sometimes prepare speeches at home and return to work to place them in the nightly binder, and would also give them to her roommate, the Congresswoman's scheduler, who would sometimes drive them to the Congresswoman's home. Ms. Litman would also deliver some speeches and press releases via her personal email on her own time. Litman MOI at 3. So there is clearly no record demonstrating, as the OCE concludes, that a substantial reason to believe exists demonstrating that congressional staff *prepared* binders for the Congresswoman containing campaign materials during official hours.

Even if campaign material were *inserted* into the Congresswoman's binder on rare occasions within the office that would not necessarily mean the campaign material was *prepared* by official staff during official hours. If an employee, on his or her own time, prepared campaign material outside the office, brought it into the office, placed it into a binder that was then taken out of the office with the intention that the campaign material be viewed outside of the office, that in and of itself would not violate anything. Indeed, while the Committee has not spoken directly to this point, it has in the *House Ethics Manual* acknowledged the permissibility of incidental campaign activity for coordinating a Member's schedule (*House Ethics Manual* at 132); responding to incidental press inquiries (*Id.* at 133); referring matters to the campaign committee (*Id.*); responding to questionnaires on legislative issues (*Id.* at 135); making available nonpartisan voter registration materials (*Id.*); and even for receiving campaign contributions (*Id.* at 149). With respect to the latter, the Committee actually advises that it may be desirable for a congressional office to have a supply of campaign envelopes and stamps for use in forwarding both contributions and campaign related inquiries that are received in the office. *Id.* at 149-150. If the temporary residence of a campaign check in an official office is considered permissible, and the presence of campaign envelopes and stamps is allowable, then the temporary residence

of a campaign speech prepared outside the office to be promptly transferred outside of the office should raise even less of an ethical conundrum.

Similarly, the OCE concludes that meetings between the Congresswoman with Mr. Winer in her congressional office demonstrated a substantial reason to believe that she should have been aware of his improper conduct. While she did have conversations with Mr. Winer about campaign speeches, such conversations were generally not when she was in her congressional office or in an official building. The Congresswoman did tell the OCE that she sometimes had conversations with Mr. Winer about campaign speeches in her congressional office, but the primary purpose of those conversations was always official. Any conversations in which they discussed campaign speeches were rare and incidental to broader discussions of official business. The Congresswoman also recalls that she did not initiate conversation with Mr. Winer regarding campaign speeches while in the congressional office and that the topic was brought up by him.

The OCE also draws the conclusion that because her campaign committee did not have an employee responsible for drafting campaign speeches and press releases that absence amounted to a substantial reason to believe that the Congresswoman knew Mr. Winer was engaged in improper conduct. Such a conclusion is immaterial, irrelevant, and incorrect. It is common for campaign committees to not have regular employees and to rely on volunteer services. It is also common for campaign committees to rely on congressional staff – as volunteers – to provide services that include the drafting of press release and campaign speeches. Indeed, the Committee anticipates this scenario in the *House Ethics Manual* when it states: "Congressional staff members should not do research on behalf of the campaign or write campaign speeches or other materials while on official time or using official resources." *House Ethics Manual* at 134. There is thus no outright prohibition on congressional staff writing campaign speeches or press releases, only an outright prohibition on doing so *while on official time or using official resources. Id.* (emphasis added).

The fact that Congresswoman McMorris Rodgers, Messrs Deutsch and Shore, Ms. Litman, and all other employees respected this distinction – but somehow Mr. Winer did not – should not impute any knowledge or culpability on anyone but Mr. Winer. Indeed, the fact that Mr. Winer generally seems to deny understanding this distinction defies credulity. (Winer MOI at 3, stating "it was never made clear that campaign work was optional or was to be performed consistent with House Rules."). He had worked in other congressional offices before his tenure with Congresswoman McMorris Rodgers; he participated in the required House Ethics Committee training (which included instruction on the parameters of campaign activity) CMROCE-0326; and he signed the Handbook, which also included instruction on the parameters of campaign activity. CMROCE-0032-0040. He also told Ms. Litman, whom he supervised, that "she was not obligated to do anything that she did not want to do" with respect to campaign activity. Winer MOI at 5. Mr. Winer also never raised any concern about his campaign activity with Ms. Litman, with whom he worked the closest.

Mr. Winer also told the OCE that the Congresswoman "knew everything that was going on with the campaign and congressional office being blended" and that she did not take any action when he told her that Mr. Deutsch was pushing him "out based on campaign activity." Winer MOI at 10. We also reject that accusation outright. As discussed herein, Congresswoman McMorris Rodgers had no knowledge of Mr. Winer's conduct, and told the OCE that he *never* mentioned to her that he was uncomfortable doing campaign work. CMR MOI at 7. This is evidenced by the fact that in 15 pages of emails Mr. Winer sent to Congresswoman McMorris Rodgers after he learned his employment was ending, he never once raised this issue. *See* CMROCE-0569-0583. Those emails are included with this statement for your review. Please note that within those emails, Mr. Winer expresses interest in returning to his old job with the Congresswoman once it became clear to him that he would not be promoted as Communications Director for the House Republican Conference. *Id.*

Mr. Winer was *never* coerced by anyone into engaging in volunteer campaign activity, but Mr. Deutsch did recall telling him that he needed to cease promoting the Congresswoman as a vice presidential candidate. Deutsch MOI at 10. The Congresswoman told the OCE that Mr. Winer went rogue when he began promoting her as a potential vice presidential candidate, and after she expressed her disapproval to him, he became disappointed and disengaged. CMR MOI at 7. His disengagement appeared to make it harder for Mr. Winer to meet his official responsibilities, resulting in missed opportunities during the leadership race and on official media events CMR MOI at 6, 7.

Mr. Deutsch told the OCE that Mr. Winer had problems with management, engagement at work, and the quality of work production. Mr. Winer's behavior became "dark and twisted," once slamming a car door in Mr. Deutsch's face, and using profanity in a restaurant. Deutsch MOI at 10, 11. Ms. Litman told the OCE that working with Mr. Winer was difficult, that he was "late to a lot of things," and that he did not fully complete projects. Litman MOI at 6. Mr. Murphy told the OCE that Mr. Winer began to "have mood swings" and "began to become unreliable and his work was bad." He further told the OCE that "Ms. Litman and Mr. Deutsch said that Mr. Winer was acting strange and they were concerned for their safety." Murphy MOI at 6. It was those factors that led to his termination – and nothing at all to do with any campaign activity. Yet, notwithstanding these issues, the Congresswoman was willing to serve as a reference for him, believing that "he had strengths and weaknesses like everyone…" CMR MOI at 6. She was not aware that those weaknesses included the extent of the performance and behavioral issues that raised concerns with staff until after she agreed to serve as a reference. Apparently, those weaknesses also included Mr. Winer's improper conduct, which was greatly disappointing to the Congresswoman upon its revelation.

In reaching its conclusion, the OCE *referenced In the Matter of Representative E.G. "Bud" Shuster*, H. Rep. 106-979, 106th Cong., 2d Sess. at 63 (2000) (*Shuster*). That matter can be distinguished both factually and ethically from the allegations discussed herein. *Shuster* involved allegations that employees were expending time out of the congressional office during regular business hours. *Id.* Although the conduct alleged in *Shuster* was far more egregious than the conduct alleged here (namely, the preparation of FEC Reports), that matter dealt with

campaign work by employees during regular business hours and not on their own time (as is the case here).

C. Allegation that Official Resources Used for Campaign Events

The OCE draws the following conclusion in its Report:

> Press Secretary traveled from Washington, DC to Spokane during the week that Representative McMorris Rodgers announced her re-election campaign in the district. Press Secretary was listed as the media contact person for the campaign kick-off and she attended various media interviews with Representative McMorris Rodgers in the district that appear to have been scheduled in response to a campaign media advisory. During her interview with the OCE, Press Secretary indicated that she went to the district to do a mix of campaign and official media. Based on this information, there is substantial reason to believe that congressional funds were used for Press Secretary's travel to the district in April 2012 that was primarily for campaign related activities in violation of House rules, standards of conduct, and federal law.

OCE Report at 20.

Ms. Litman, as the Congresswoman's Press Secretary, traveled from Washington, DC to Spokane, Washington from April 2 to April 6, 2012. The primary purpose of that travel was to conduct official business and she worked full days in that capacity in accordance with the office policy. The trip was paid for by the congressional office. During that trip, Ms. Litman conducted official business during the entire time, with the exception of three political events – one before the work day began and two during her lunch hours. OCE Report Exhibit 23. Please note that the times reflected on the calendar, due to a technical issue, reflect EST not PST (which is the time zone in which the meetings actually took place).

During that time, Ms. Litman also engaged in campaign activity during the week, which was also the week the Congresswoman announced her re-election campaign in the district. She was listed as the media contact person for the campaign kick-off. As stated above, it is common for campaign committees to rely on congressional staff – as volunteers – to provide services that include the drafting of press release and campaign speeches. Indeed, the Committee anticipates this scenario in the *House Ethics Manual* when it states: "Congressional staff members should not do research on behalf of the campaign or write campaign speeches or other materials while on official time or using official resources." *House Ethics Manual* at 134. There is thus no outright prohibition on congressional staff writing campaign speeches or press releases, only an outright prohibition on doing so *while on official time or using official resources.* Ms. Litman did not engage in said campaign activity on official time or using official resources.

When asked about this period of time by the OCE, Ms. Litman's initial response was that she believed this travel was primarily campaign related, and that she had taken leave during this time. Her memory, however, was not entirely clear, as she could not recall how the trip was paid

for (but did recall submitting receipts for reimbursement to a congressional district office staffer). Litman MOI at 7. After her OCE interview, Ms. Litman reviewed her calendar and other records for the period. She then recalled that the primary purpose of the travel had actually been to conduct official business, and notified the OCE, through counsel, that her recollection had been refreshed:

> [P]lease find attached a travel calendar for April 2012...As you will to see it includes both official and political meetings and events. In April, Ms. Litman attended the Top of the Morning (before work), and the two political lunches (on her lunch time). The rest of the time she accompanied the Congresswoman at official functions, and therefore maintained a full official schedule.

OCE Report at Exhibit 24.

All travel and expenses were therefore paid out of the official account (MRA). The initials of her supervisor, Mr. Winer, appear on the official reimbursement form.

Ms. Litman's schedule was as follows, with only the bolded entries constituting campaign activity:

April 2, 2012:
--Flew to Spokane

April 3, 2012:
--KXLY Interview
--Tri-City Herald Interview
--KCVL Radio Interview
--*The Statesman-Examiner* Interview
--Campaign Kickoff Event (Lunch)
--Colville Business Roundtable

April 4, 2012:
--KUJ Radio Interview
--KTEL Radio Interview
--Cheney Free Press Interview
--Campaign Kickoff Event (Lunch)
--Walla Walla Business Roundtable

April 5, 2012:
--Campaign Kickoff Breakfast (Prior to Work)
--Pacific Northwest Inlander Interview
--The Spokesman-Review Interview
--KXLY TV Interview
--KXLY Radio Interview

April 6, 2012:
--Flew back to DC

We provided this calendar to the OCE upon its discovery by Ms. Litman. OCE Report Exhibit 23. She did not have the benefit of it during the course of her interview with the OCE. Notwithstanding this exculpatory evidence, the OCE concluded that the OCE "Board notes that representations by counsel do not supersede witness statements made during interviews." OCE Report at 19. It is a peculiar investigative procedure to disallow a witness to refresh her recollection, and to prevent that witness to present additional evidence to an investigative authority. We urge the Board of the OCE to reconsider this policy, and respect that the Committee will review this additional evidence as part of its review of this matter.

As to whether or not this travel had a mixed purpose, the Committee also anticipates such a scenario. The Committee in the *House Ethics Manual* advises:

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

House Ethics Manual at 116.

Therefore, even if the trip had a mixed purpose, as Ms. Litman initially stated, her refreshed recollection as discussed herein revealed that the number of days and the amount of time for the primary purpose clearly demonstrated that it was to conduct official business.

The OCE draws the following conclusion in its Report:

> As a result of the nature of the congressional staff travel to the RNC where the campaign paid for travel expenses, campaign activity was conducted, and due to the absence of leave or vacation records for the congressional staff in attendance,

> there is substantial reason to believe that the staff attended the RNC on official time in violation of House rules, standards of conduct, and federal law.

OCE Report at 21.

From August 27 to August 30, 2012, Messrs. Deutsch, Murphy, Winer, and Ms. Litman attended the Republican National Convention (RNC) in Tampa, FL, along with former congressional staffer Patrick Bell. The Congresswoman served as the Host for the RNC, heightening the need for campaign volunteers. All employees attended the RNC as volunteers on their own time. All employees also took vacation leave for this time, and that was the Congresswoman's recollection as well. *See* Deutsch MOI at 6, 7; Murphy MOI at 5; Litman MOI at 5; CMR MOI at 5. Mr. Murphy specifically recalled that he took two weeks of vacation in August 2012, which covered his wedding and the time that he was in Tampa for the Convention. Murphy MOI at 5.

The OCE notes in its Report: "Despite their claim that they were on vacation during the RNC, Press Secretary, Chief of Staff, and Legislative Director did not provide the OCE with any vacation requests, leave request, or any other records substantiating their claim." OCE Report at 21. As previously noted, while the Committee in the *House Ethics Manual* recommends that employees should record their time when engaging in campaign work, it does not make such action mandatory: "Employees who do campaign work while remaining on House payroll *should* keep careful records of the time they spend on official activities, and separately, on campaign activities..." *House Ethics Manual* at 137 (emphasis added). The absence of such records would therefore not disprove a positive in this instance – specifically that all employees told the OCE they recalled taking leaving during this time, and did indeed take such leave.

However, each employee who met with the OCE told it that he or she specifically recalled taking leave. This is not a "claim" by each of the employees, it is the representation by each of the employees. Each one also remembered filling out a Leave Authorization Form. As an administrative procedure, leave was also tracked via email to ensure employees were strictly adhering to their allocated allotment. *See e.g.,* CMROCE-0234. As Mr. Deutsch told the OCE, it was his policy that "'he was really good about the forms,' but that some of the documentation may be hard to find or in different locations due to Representative McMorris Rodgers moving offices." Deutsch MOI at 7. Since the RNC, the Congresswoman and her staff have moved office materials three times. During such moves, some documents have unfortunately been misplaced or lost. While we cannot say with certainty that such Leave Authorization Forms were among those documents, we cannot deny such possibility. Given this possibility, the Congresswoman and her staff have implemented a new document retention policy that will maintain both hard and digital copies of all Leave Authorization Forms.

The OCE draws the following conclusion in its Report:

> Based on the information before the OCE, there is substantial reason to believe that Press Secretary traveled to the district from November 5 to November 7, 2012 primarily for campaign related activities.

OCE Report at 24.

Ms. Litman, as the Congresswoman's Press Secretary, traveled from Washington, DC to Spokane, Washington from November 5 to November 7, 2012. During that trip, Ms. Litman conducted official business and engaged in campaign activity only on her own time. OCE Report Exhibit 27. The primary purpose of her trip was therefore to conduct official business and it was paid for by the congressional office.

The trip overlapped with Election Day. As stated above, it is common for campaign committees to rely on congressional staff – as volunteers – to provide services that include the drafting of press release and campaign speeches. Again, the Committee anticipates this scenario in the *House Ethics Manual* when it states: "Congressional staff members should not do research on behalf of the campaign or write campaign speeches or other materials while on official time or using official resources." *House Ethics Manual* at 134. There is thus no outright prohibition on congressional staff writing campaign speeches or press releases, only an outright prohibition on doing so *while on official time or using official resources*. Ms. Litman did not engage in any campaign activity on official time or using official resources.

During the OCE interview, Ms. Litman's initial recollection was that she believed this travel was primarily campaign related, and that she had taken leave during this time. Even the OCE conceded during the interview that the records made it unclear as to whether entries were official or campaign-related: "Other media appearances during this period are not specifically described as campaign media in her calendar, and therefore it is not clear whether they were campaign or official appearances." OCE Report at 23. After her OCE interview, Ms. Litman reviewed her calendar and other records for the period. She recalled that the primary purpose of the travel had actually been to conduct official business, and notified the OCE, through counsel, that her recollection had been refreshed:

> [P]lease find attached a travel calendar for ... November 2012. As you will to see it includes both official and political meetings and events... In November, she worked a full official schedule in the district office, and then volunteered on political matters during her free time. Based on this refreshed recollection, she no longer believes that she took leave for this time.

OCE Report at Exhibit 24.

All travel and expenses were therefore paid out of the official account (MRA). The primary purpose of the travel was official, so there was no need for her take leave. The initials of her

supervisor, Mr. Winer, do not appear on the official reimbursement form, but it was nevertheless properly submitted.

Ms. Litman's schedule was as follows, with only the bolded entries constituting campaign activity:

November 5, 2012:
--Fly to Spokane
--Rick Rydell Show
--CWA Interview
--KXLY Radio Interview
--Davenport Times Interview

November 6, 2012:
--Huckabee Interview
--TVW Interview
--Campaign Victory Event & Media (Evening)

November 7, 2012:
--KXLY TV Interview
--KXLY Radio Interview
--KHQ Interview
--KREM Interview
--Flew to DC

We provided this calendar to the OCE on behalf of Ms. Litman. OCE Report Exhibit 23. She did not have the benefit of it during the course of her interview with the OCE. Again, notwithstanding this exculpatory evidence, the OCE concluded that the OCE "Board notes that representations by counsel do not supersede witness statements made during interviews." OCE Report at 19. We refer the Committee to our discussion herein about the oddity of the disregard for this exculpatory evidence, and to the discussion of mixed purpose travel. Accordingly, even if the trip had a mixed purpose, as Ms. Litman initially stated, her refreshed recollection as discussed herein revealed that the number of days and the amount of time for the primary purpose clearly demonstrated that it was to conduct official business.

III. Allegation that Representative McMorris Rodgers May Have Used Campaign Funds for Official Activities

The OCE draws the following conclusion in its Report:

> Based on evidence before the OCE, there is substantial reason to believe that Mr. O'Donnell performed services for Representative McMorris Rodgers'

congressional office, but was improperly paid with political funds in April, May, June, July, August, September, and December 2012.

OCE Report at 28.

Brett O'Donnell is self-employed with O'Donnell & Associates. He has been the President and Chief Executive Officer of the company for eight years. He and his company provide communications consulting, specifically for media appearances, messaging, public speaking, presentation skills, and debate preparation. O'Donnell MOI at 1.

Around March 2012, Mr. Winer contacted Mr. O'Donnell and asked him if he would be interesting in developing Congresswoman McMorris Rodgers' communications skills and strategy. O'Donnell MOI at 1. As Mr. Winer described to the Congresswoman prior to Mr. O'Donnell's engagement, Mr. O'Donnell was identified among the "best candidates for speech coaches/media trainers" and not as a de facto or replacement staff member. *See* Memorandum from Todd Winer to CMR, dated March 16, 2013 (enclosed) .

Mr. O'Donnell understood that he would be providing services to Congresswoman McMorris Rodgers across a wide variety of platforms. The Consulting Agreement was between CMR PAC, the Congresswoman's leadership PAC, and O'Donnell & Associates. CMROCE-0341. The Consulting Agreement dated March 26, 2012, which was unsigned by either party, erroneously repeated the scope of work from another client. CMROCE-0341. Although not stated in the written agreement, the focus at the time of Mr. O'Donnell's hiring was to assist the Congresswoman with her public speaking and to conduct media training, not to perform any official duties. Essentially, he served as a speech coach for her. That is not a service typically performed by official staff. Reporters often do not distinguish between campaign and official issues, and that was not necessarily a distinction that should matter to Mr. O'Donnell given the nature of his work. CMR MOI at 6. During the course of his relationship with the Congresswoman, his scope of work has changed to meet the needs and circumstances as they have arisen.

April, May, June, July, August and September 2012

Mr. O'Donnell described his scope of work during this period to the OCE as being "non-campaign" related. During this time, Mr. O'Donnell's work was non-campaign related, meaning it was not in furtherance of her congressional campaign. It was, however, more holistic in nature and was designed to help bolster her leadership profile. He would coordinate with the official staff – mostly Mr. Winer and Ms. Litman – on their communications duties. O'Donnell MOI at 2. The payments made by CMR PAC for his services were lawful under the Federal Election Campaign Act and the regulations promulgated thereunder. 2 U.S.C. §434(i)(8)(B).

December 2012

In December 2012, Mr. O'Donnell's scope of work changed. While the scope may have changed during this time, his focus always remained on helping her with her public speaking. He assisted the Congresswoman with her transition to House Republican Conference Chairman by helping to improve her communications skills. O'Donnell MOI at 4. He also helped schedule media appearances and sat in on interviews of new staff. *Id.* at 5. He never became the de facto press secretary, as Mr. Winer alleges. Winer MOI at 11. He never directed Ms. Litman in her official capacity as Mr. Winer also alleges (which Mr. Winer strangely roots in meetings that he did not attend). Winer MOI at 11.

Beginning the month prior, Mr. O'Donnell began being paid by Cathy for Congress, the Congresswoman's congressional campaign committee, to reflect this change in scope of work. The payments made by Cathy for Congress for his services in connection to her office holder duties and in connection to her political agenda were lawful under the Federal Election Campaign Act and the regulations promulgated thereunder. 2 U.S.C. §439a(a)(6); 11 CFR 113.2(e).

IV. Allegation that Representative McMorris Rodgers May Have Improperly Combined Official and Campaign Resources for Her Leadership Race

The OCE draws the following conclusion in its Report:

> Based on the information before the OCE, there is substantial reason to believe that official and campaign resources were combined improperly to produce and send the video and packet for Representative McMorris Rodgers' leadership race in violation of House standards of conduct.

In November 2012, Congresswoman McMorris Rodgers, then Vice Chairman of the House Republican Conference, ran for its Chairman. The position is a member of the House Republican leadership and fourth in seniority. It is selected by majority vote by the members of the House Republican Conference in their official capacities.

Federal law and House rules permit the use of campaign funds in certain circumstances for some House purposes, which are detailed in the *House Ethics Manual*. *See House Ethics Manual* at 173-77. Activities and events associated with a leadership race can be either official or political, depending on the specific circumstances. Sometimes those circumstances are simply discretionary by the Member and sometimes they point the Member in the direction of official or political. As stated in the *House Ethics Manual*:

> While…Members are restricted in using campaign funds to pay official House expenses, there are a number of activities that may be either official or political at the Member's option. The major examples are events sponsored by a Member on

> legislative or other governmental topics, such as town hall meetings and conferences; statements or releases issued by a Member on a legislative or other governmental issue; *and activities relating to a race for a House leadership office.*

House Ethics Manual at 178.

Notwithstanding any decision to use official or campaign funds for activities and events associated with a leadership office, a race for a leadership remains an official event. Candidate forums and the leadership elections are almost always held in official buildings by both the House Republican Conference and the Democratic Caucus and are held in official buildings. The House Republican Conference and Democratic Caucus not only elect the Speaker, Leaders, Whips, Chairmen, Vice Chairmen, and Secretaries, they elect the Chairmen of the National Republican Congressional Committee and the Democratic Congressional Campaign Committee. So to some degree, official and campaign resources are always inherently combined for activities relating to a race for a House leadership office. And while the Committee often uses the words political and campaign interchangeably, it should be noted that the leadership race occurs after the election is over – suggesting that the use of campaign funds may have a political or other permissible purpose but not necessarily a campaign purpose per se. It is thus necessary to evaluate each activity associated with a leadership race – and not the event itself – as distinct in order for the Committee's guidance to reflect the practical realities of a race for a leadership office.

During the Congresswoman's leadership race, an information packet and video supporting her candidacy was prepared and sent out to other Members. Such a packet and video are typically prepared and distributed by candidates for leadership positions to other Members of Congress. Congressional staff pulled together the Congresswoman's official television, media appearances, and press hits, and congressional staff on their own time and without using official resources, along with other campaign staff, pulled together the political information. Deutsch MOI at 8. While the leadership race was a combined effort by official staff and the campaign team – as all leadership races are – Mr. Deutsch told the OCE that the acts of compiling and producing official versus political material were always kept separate. Deutsch MOI at 8. Designated official staff worked on official portions of the packet and video, and designated volunteers and campaign staff worked on political portions of the packet and video. Deutsch MOI at 8; *See also* JDOCE-0377 (demonstrating how these activities were kept separate). They viewed each endeavor as separate activity, and no official and campaign resources were combined improperly to produce the packet and the video. To suggest, as the OCE implies by its conclusion, that no contact could occur between the official and campaign team would again fly in the face of the existing manner in which all leadership races are conducted.

When it came time to determine how the packet and video should be distributed – another distinct activity – Mr. Deutsch consulted with the Committee and was referred to the Committee on House Administration. Mr. Deutsch consulted with Committee on House Administration staff members Phil Kiko (Staff Director); George Hadjiski (Director of Member Services); and

Jack Dail (Franking Commission) to ensure that they were in compliance with all House Rules and Standards of Conduct. Mildred Webber, then Executive Assistant, also consulted with the Committee, and was also directed to staff at the Committee on House Administration. *See* OCE Report Exhibit 43. While the Committee's guidance on the conduct of leadership races is referenced herein, the Committee has historically been deferential to the precedents set by the Committee on House Administration. The Committee on House Administration staff advised that materials be distributed with campaign funds. Deutsch MOI at 8. All activity associated with the Congresswoman's leadership race followed said precedents.

Accordingly, Mr. Deutsch as advised by the proper committees, made the decision to mail the packet and produce the video using campaign funds. He did not recall discussing that decision with the Congresswoman. Deustch MOI at 8, but that does not in any way suggest the decision was anything but the correct one. Indeed, such a scenario is anticipated by the Committee in the *House Ethics Manual*:

> A Member wishing to use any official House resource in furtherance of a campaign for a House leadership office – such as official stationery, the Inside Mail, or official staff time – should consult with the Committee on House Administration or the Franking Commission, as well as with the Standards Committee, on the extent to which those resources may be used for this purpose. However, when a particular activity related to a leadership race is supported with campaign resources, no official House resources may be devoted to that activity except to the extent noted above.
>
> > Example 15. A Member who is sending a mailing on a leadership race decides to pay the printing and mailing expenses with campaign funds. No official staff time or any other House resources may be used in furtherance of the mailing.

House Ethics Manual at 161.

Consistent with the above example, once the decision was made that the mailing should be paid for with campaign funds, no official staff time or any other House resources were used in furtherance of it. As the Committee states in the *House Ethics Manual*:

> > [O]nce the Member makes his determination [on whether an activity is to be official or political], he is bound by it. A single event cannot, for purposes of the House rules, be treated as both political and official.

House Ethics Manual at 178-9 (emphasis added).

Mr. Murphy took responsibility on his own time as a volunteer to distribute the packet. He volunteered to take the packets to FedEx Kinkos on his own time and addressed them to the Members' personal residences. Murphy MOI at 6. Therefore, no official resources were used to send the packet or video.

We hope this letter answers all the questions the Committee might have regarding this matter. We remain available to discuss it and the OCE Report with you at any time. Please do not hesitate to contact me at (202) 828-2814 should you have any additional questions.

Sincerely,

Elliot S. Berke

Enclosures

APPENDIX D

EXHIBIT 1

From: "Stan Shore"
Date: Tuesday, March 26, 2013 at 12:59:42 AM Pacific Daylight Time
To: "Jeremy Deutsch"
Cc:
Bcc:
Subject: **First quarter progress**

As we come to the end of the first quarter of 2013, I think it is good to review some of the work I've done for the Conference.

In the technology, design and video area, I pioneered the Voices of America videos; producing the one in Waitsburg and in Fairfax, VA. In addition, I led the editing of the Spanish-language press conference on the impact of the debt on future generations. I developed an html5 template for slide shows.
On behalf of the Conference, I renegotiated the contract with NJI, resulting in a savings of over $80,000 per year. I interviewed and supported the hiring of your digital director, Tim Cameron, and set work goals for him -- including logo design, intranet development, website redesign, and CRM. I met with ORACLE and MICROSOFT and other vendors for the CRM system and when a system was chosen, met repeatedly with the programmers to speed it along.
I have set monthly and quarterly goals for the digital products and worked directly with the video editors on methods to improve their productions. I hired voice talent for one of the videos, and worked scripts for 4 others.
I developed the template for sending out videos and supervised your in-house web developer in sending out large quantity e-mails. I reviewed the Citizen Co-Sponsorship web initiative led by the Leader's office, and suggested modifications in the base system and ways we could link to their system for our Legislative Digest website.
I drew up the requirements for website re-design and sat in on vendor discussions about the programming work required to move from an asp.net environment to a Drupal environment.
I have begun to review different social media monitoring applications for use on the Conference website.

Aside from those technology projects, I helped develop the Conference budget and worked closely with you in hiring Nate Hodson to lead the Communications group, as well as helping to choose all of his employees, including Pam Stevens. I wrote speeches and op-eds for the Chair for major occasions and participated in speech practice and feedback. I helped organize and attended the Member retreat in January and put together the first playbook before Nate Hodson was hired. I worked closely with Nick on outreach and participated in CAT meetings to steer the direction of conference activities.

Of course, there's still a lot more work to do. It's a pleasure and an honor to be able to work for the Conference.

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org

EXHIBIT 2

CONFIDENTIAL

From: Stan Shore [redacted]@comcast.net>
To: Jeremy Deutsch <[redacted]@aol.com>
Subject: Big To Do
Date: Sun, Dec 9, 2012 9:03 pm

Here's the list I have going so far. I really also want to plug in a number for a retainer for me for this year. I think it could be paid out of AE1 technology budget, or out of the salaried section -- You were great to take care of things with Hans for December -- but let's come up with a number for the year ahead so I can fly back there and help out without having to be concerned about it.

1. Rachinsky – agree to take role as executive director of CMR Leadership PAC
2. Mildred – end work at Conference, shift to consulting role for the next six months. $3,000 per month
3. Todd – he should not come in – devote himself to looking for new work – you can continue to pay him for a certain length of time – thru January?
4. Brett – send proposal to Brett; follow up with call
5. Joel – offer staff assistant position to Joel
6. Comm. Director and New Media Interviews. CMR said women are possible, so let's set up Comm director interviews for later this week. Get all Comm resumes from Mildred and other sources.
7. New Products: I think the way we need to change the Conference communications is by unveiling new products and letting people get accustomed to seeing them every week or two: for instance –
    a. "Families" Videos. Just as McCarthy has done his small business videos, we should keep doing "Family" oriented videos, to show members how to talk about our issues in human terms.
    b. "Different Voices" videos and handouts – showing Hispanic, young people, Asian-Americans, Westerners – not the usual voices.
    c. "What They're Saying" – Picking out columns and clips from Democrats and Independent media voices to help members see outside the Conference/Fox News bubble.

HROCE-0355

EXHIBIT 3

House Republican Conference

BUDGET CATEGORIES (8-10% cut for member office if sequester??)

Total Budget Allocation

Calendar Year 2012: $2,090,592.50

The budget is moving toward a more transparent budget, like the MRA Historically, you could transfer fund between several categories Now there are only 2 (RC001 and AE1) and you cannot move money between them

Personnel / Non-Personnel Spending (RC001)

Calendar Year 2012: $1,562,045

January – September $1,168,848
September – December $393,197

In 2012, RC001 was transitioned to a legislative year budget The remaining transition, we are told, will take place at end of 2012 Expenses in this category are specified in the SOD

AE1 Spending

Calendar Year 2012: $528,574.50
Fiscal Year 2012: $716,002

*Expenses made by Conference in this category are not attributed to Conference in the SOD AE1 still functions on FY, though funds are currently restricted at certain points

Personnel

Two staff can be classified as statutory personnel and can be paid at the higher rate ($172,500) As of 2012, STAT and non-STAT are in the same budget category

CY11 $1,415,316

Purpose: Salaries for all staff

Non-Personnel

CY11 $80,000

Purpose: All other spending that does not fall under AE1 (not including personnel expenses)

Examples:
Travel Expenses
Rent and Utilities
Postage and Courier
Printing and Reproduction
Water (Deer Park)
Food & Beverage for Meetings
Office Supplies (non-technology)
Publications & Reference Material (all subscriptions)

AE1

FY11: $716,002
*part of these funds were restricted after December 2011 The remaining funds available during the Calendar year were $528,574 50

Purpose All technology-related expenses

Examples:
Communications expenses (blackberry, desk phones)
Visual Media contract (NJI)
HouseCall contract
Office Supplies (such as copier supplies)
Equipment maintenance contracts
Major equipment purchases (copiers, computers, etc.)

EXHIBIT 4

From: "Stan Shore"
Date: Sunday, December 9, 2012 at 12:45:31 PM Pacific Standard Time
To: "Jeremy Deutsch"
Cc:
Subject: **My concerns**

I really enjoyed working with you the past few weeks. I feel very invested in this monster of a project. I would like to figure out a way to continue to help that works financially. Here's what I had in mind, for discussion:

1. **Reimburse for travel in Nov and December.** I'd like to be reimbursed for travel, at actual cost of flight and hotel, and regular government per diem for meals, for the travel completed in November and December. Paid from Leadership PAC or CMR Campaign: Probably $3,000 or $4,000

- **Communications Consultant.** Stan will continue to advice the Conference on its communications strategy, including planning for the retreats, re-negotiating contract for visual communications, re-design of website, helping hire comm. director and new media director and regular visits to D.C.I'd like to see if I can work with other vendors, such as Craft and Norwood, to produce a series of conference videos.Paid on contract from technology account: $XXXX
- **CMR Campaign.** Stan will prepare for 2014 Congressional campaign; supervise Ian, prepare budget: $XXXX
- Two other concerns: Mildred and Joel



EXHIBIT 5

From: "Stan Shore"
Date: Friday, December 21, 2012 at 9:53:54 AM Pacific Standard Time
To: "Jeremy Deutsch"
Cc:
Subject: **Draft memo to Ryan and NJI**

FROM: Jeremy and Stan

We believe that bundling all the visual communication services into one, long-term contract is not in the best interests of the conference. It is clear from our discussions with you and our observation of activities that we are at a good point to move in a new direction since many of the digital assets are near the end of their useful life. Tubes and the website both need to be re-developed on a more robust and flexible platform if they are to be useful.

As a result, we will be seeking separate proposals for different activities. Since you are familiar with many Conference activities, you are in a good position to bid on these contracts and help us develop the full Request For Proposals for each.

Our timeline is to develop RFPs by January 2nd, award contracts by January 20, and begin work starting with our chosen team of vendors on February 1st.

Please continue to work with Stan on your response to our proposals.

1. **GOP.GOV website**
    a. Re-design website – evaluate whether to go to open-source or continue
        i. responsive layout
        ii. mobile access
        iii. microsites – issue specific
    b. Annual contract for hosting and maintenance
    c. Maintain system for sending e-mails, leg. digest, press releases.
2. **Video Production Team**
    a. Run expanded Video Production Studio in Capitol
    b. Develop capacity for live-streaming events
    c. Record Stakeout and on-campus Press Conferences
    d. Produce in-house videos for Conference Chair
    e. Maintain stock photo, video and audio libraries
3. **Graphic arts services**
    a. Create infographics

From: "Tim Cameron"
Date: Saturday, January 5, 2013 at 9:29:33 AM Pacific Standard Time
To: "Hodson, Nate"
Cc: "Stan Shore"
Subject: **Re: website vendors**

Three more I thought of last night:

Red Edge
Brick Factory
Rock Creek Strategies (non-partisan firm that does a lot of executive branch web work)

That should bring us to a total of 9 firms counting NJI.

On Fri, Jan 4, 2013 at 6:08 PM, Tim Cameron [redacted]@gmail.com> wrote:
I can probably think of some more but here is what comes to mind:

CRAFT Media/Digital
Engage
Harris Media
Targeted Victory
Terra Eclipse

A lot of the other firms like Prosper Group, Donehue Direct, etc... are simple too boutique to manage our web presence.

There are also a lot of Hill specialty firms, but their products are simply not on par with the firms listed above.

Tim

On Fri, Jan 4, 2013 at 5:52 PM, Hodson, Nate [redacted]@mail.house.gov> wrote:
Tim-

See Stan's note below.

Thanks,
nate

-----Original Message-----
From: Stan Shore [mailto:[redacted]@comcast.net]
Sent: Friday, January 04, 2013 2:54 PM
To: Hodson, Nate
Subject: website vendors

I am finally able to give some attention to the RFP we are putting together for re-do of the website. Can you forward me any names you know of potential vendors for the revamp of the website. Also, can you reach out to Tim and ask him to forward me any ideas he has for vendors.
I will do a first draft of our request and then share with you before we send out for proposals.

From: "Stan Shore"
Date: Sunday, January 20, 2013 at 7:53:49 PM Pacific Standard Time
To: "Jeremy Deutsch"
Cc: "Marjorie Connell"
Bcc:
Subject: **Re: NJI Contract Info**

I should say, to clarify -- what surpluses will we have in the AE1 account and in the personnel account at the end of the current budget period at the end of March?
Because we are not working on a true calendar year budget, these March surpluses, before moving into the next budget cycle, may give us an opportunity to solve some of our budget and personnel problems.

On Jan 20, 2013, at 7:50 PM, Stan Shore wrote:

> Marjorie -- can you send me a copy of the nji contract? I misplaced my copy.
> I also want to confirm that the NJI contract ends Feb 28, 2013 and the "bucket" of spending we're operating under ends at the end of March. Is that right?
> In addition, please confirm that there is currently around $50,000 surplus in that account, even if NJI contract continued through March at the same rate? If NJI contract ended with no replacement, there would be $90,000 in that account?
> If these numbers are wrong, please let us know.
>
> Stan Shore
> POLIS POLITICAL SERVICES
> PO Box 11794
> Olympia, WA 98508
> 360-888-4772
>
> [redacted]@politicalservices.org
>
>
>

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org



From: "Stan Shore"
Date: Tuesday, March 26, 2013 at 8:39:02 AM Pacific Daylight Time
To: "Connell, Marjorie"
Cc: "Jeremy Deutsch"
Subject: **Re: Budget call**

Marjorie:
just for our discussion, can you prepare a spreadsheet that shows:

SCENARIO ONE
NJI contracts continuing
House call contracts continuing
Datagraphics contract continuing at $4,000
$24,000 payment for email system in April
$15,000 additional payment for email system in Oct
Sam's contract $5,000 payment in March; $5,000 payment in April, $5,000 payment in May and $1,000 per month thereafter.

SCENARIO TWO
Same as SCENARIO ONE but terminate NJI web contract in August

On Mar 25, 2013, at 6:43 PM, "Connell, Marjorie" [redacted]@mail.house.gov> wrote:

> Let's shoot for Wednesday. Tomorrow morning I have a few meetings. Thank you!
>
> **From:** Stan Shore [mailto:[redacted]@politicalservices.org]
> **Sent:** Monday, March 25, 2013 05:20 PM
> **To:** Connell, Marjorie
> **Subject:** Re: Budget call
>
> Marjorie -- tomorrow we're at my father's gravesite to unveil his grave marker -- a Jewish tradition -- he died last year. I'd rather we have the call today, earlier in the day, like 9 AM Pacific, or Wednesday.
>
> On Mar 25, 2013, at 2:06 PM, "Connell, Marjorie" [redacted]@mail.house.gov> wrote:
>
> > I hope you had a nice weekend!
> >
> > Could you tomorrow at noon your time/3pm ours?
> >
> > Thank you!
> >
> > MARJORIE F. CONNELL
> > HOUSE REPUBLICAN CONFERENCE
> > (202) 225 5107
> > ——— -- —
>
> Stan Shore
> POLIS POLITICAL SERVICES
> PO Box 11794

EXHIBIT 6

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
2/1/2013	[redacted]

Bill To
House Conference Jeremy Deutsch 202A Cannon HOB Washington, DC 20515

P.O No.	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting services	15,000 00	15,000 00
		Total	$15,000 00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
3/18/2013	526

Bill To
House Conference Marjorie Connell 202A Cannon HOB Washington, DC 20515

P.O No	Terms	Project

Quantity	Description	Rate	Amount
	Retainer New Media and Video Consulting services	20,000.00	20,000 00
		Total	$20,000 00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
5/15/2013	[redacted]

Bill To
House Conference Jeremy Deutsch 202A Cannon HOB Washington, DC 20515

P O No	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting Services	8,000 00	8,000 00
		Total	$8,000 00

EXHIBIT 7

CONFIDENTIAL

DATAGRAPHICS AND HOUSE REPUBLICAN CONFERENCE AGREEMENT

1. Services
DATAGRAPHICS will oversee the development, and design of House Republican Conference websites and technology:

- Develop new e-communications initiatives with the Conference communications team.
- Create and update interactive web features and other written and digital content
- Assist the Conference Communications and Internet operations teams with related projects

2. Cost Breakdown
Retainer services begin February 1, 2013 and end February 28, 2015
Payment of $15,000 is due on February 1, 2013 and $15,000 on March 1, 2013.
Retainer shall be $4,000 per month from April, 2013 to December 2013,
$6,000 per month January 2014 to February 2015
with additional costs for additional products such as infographics, videos, and other digital assets.

3. Program Management:
Marjorie Connell, Director of Operations, will oversee the contract for purposes of authorizing expenses and scope of work.

4. Term of Service
The term of service commences on Feb 1, 2013 and will continue through Feb 1, 2015 unless otherwise specified by the client. Either party has the right to terminate the relationship with a 30 day written notice.

The parties recognize and agree that beyond adhering to the laws, regulations and rules governing the prohibition on using official government resources for campaign activity, a heightened degree of sensitivity is required to avoid even the appearance of coordination or impropriety between the work DATAGRAPHICS provides to the House Republican Conference during the term of this agreement and the work it may provide to other clients outside this agreement. The services DATAGRAPHICS is providing under this agreement shall not be rendered to other clients outside this agreement if such services could create the appearance of said coordination or impropriety.

5. Equipment
Datagraphics assumes all risk of loss of or damage to any property of the Customer or House entrusted to DATAGRAPHICS while DATAGRAPHICS possession or otherwise under DATAGRAPHICS control. In the event of loss or irreparable damage, DATAGRAPHICS shall promptly reimburse the Customer or House for the replacement value of the article.

CMROCE-0338

6. Confidentiality and Intellectual Property
DATAGRAPHICS acknowledges that during the term of this agreement they will have access to and become acquainted with various trade secrets, inventions, innovations, processes, information, records and specifications owned or licensed by the client and/or used by the client in connection with the operation of its business including, without limitation, the client's business and product processes, methods, customer lists, accounts and procedures. DATAGRAPHICS agrees not to disclose any of the aforesaid, directly or indirectly, or use and of them in any manner, either during the term of the Agreement or at any time thereafter, except as required in the course of this engagement with the client. All files, records, documents, specifications, information, letters, notes, media lists, notebooks, and similar items relating to the business of the client, whether prepared by DATAGRAPHICS or otherwise coming into DATAGRAPHIC's possession, shall remain the exclusive property of the client.

DATAGRAPHICS shall not retain any copies of the foregoing without the client's prior written permission. Upon the expiration or earlier termination of this Agreement or whenever requested by the client, DATAGRAPHICS shall immediately deliver to the client all such files, records, documents, specifications, information, and other items in its possession or under its control.

7. Project Engagement
If the scope of the services we are to render to you and terms of the engagement are satisfactorily described above, please indicate your agreement by executing the enclosed copy of this document and returning it to DATAGRAPHICS.

I have read the above and accept the terms and conditions set forth therein.

DATE _____

_____
Marjorie Connell
House Republican Conference

DATE _____

_____
Stan Shore
DATAGRAPHICS

EXHIBIT 8

CONFIDENTIAL

Connell, Marjorie

From: Stan Shore [redacted]@politicalservices.org]
Sent: Wednesday, March 20, 2013 4:42 PM
To: Connell, Marjorie
Subject: Re: update

Thank you very much!

Sent from my iPhone

On Mar 20, 2013, at 12:53 PM, "Connell, Marjorie" <[redacted]@mail.house.gov> wrote:

> Just spoke to Elliot.
>
> Your two payments of $15,000 that he had been holding up will be released tonight. No contract needed. He understands that you are a small firm and $30,000 is a lot of money to be out.
>
> He said if we were a Member office that this would not be allowed, they like them to be protected with the contracts, but that we can be exempt. He still would feel much better if you signed a contract eventually – and he also mentioned that at some point you may need to sign a brief contract for compliance purposes that you state that all video services will be handicapped accessible (not kidding…). ☺
>
> Thanks for hanging in there with me. Glad we finally got these through.
>
> MARJORIE F. CONNELL
> HOUSE REPUBLICAN CONFERENCE
> [redacted]
> WWW.GOP.GOV

1

CMROCE-0340

COE.MCMRODGERS.004284

EXHIBIT 9

From: "Stan Shore"
Date: Tuesday, March 12, 2013 at 9:38:55 PM Pacific Daylight Time
To: "Marjorie Connell"
Cc: "Jeremy Deutsch"
Bcc:
Subject: **budget review**

I wonder if there's any time on Thursday that you, Jeremy and I can sit down and review the current status of the budget. As Tim wants to commit funds to website and CRM solutions, we need to review again how much technology funding is available and also to double-check on our Leadership fund status in period pre-March 27 and heading into the next CR.
Is there an afternoon time that works for Jeremy and for you?

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org



EXHIBIT 10

From: "Stan Shore"
Date: Wednesday, January 23, 2013 at 12:18:37 PM Pacific Standard Time
To: "Jeremy Deutsch"
Cc:
Bcc:
Subject: **Budget Scenarios**

Attached is a budget that gives you everything everyone wants -- but you have to take $50,000 out of the personal budget for you own salary and you only have $80,000 in case of sequester. Taking from the personal budget is possible because of Louise leaving, new DD less expensive and taking some out of franked mail.

If you go with this budget, you should be prepared to exercise one or more of these options later on:
1. ask Nick or Shaughnessey or Kim or all of them to find employment elsewhere before September.
2. ask staff to take a 5% to 10% across the board salary cut in case of sequester. maybe 5% for those under 80,000 and 10% for those above.

I have sent this budget to marjorie for her to confirm that it works for the current CR and should work depending on size of next CR.

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org

From: "Connell, Marjorie"
Date: Wednesday, January 23, 2013 at 3:04:34 PM Pacific Standard Time
To: "Stan Shore"
Cc:
Bcc:
Subject: **RE: personnel**

Stan,

You all got the $1.4M from Chelsea's 2011 number -it was on one of her graphs. I'd feel much more comfortable if the budgeted for personnel were closer to $1.3 - $1.32 what with looming sequestration, and a likely $1.4M budget for all of RC001.

As for the first three months, if we do as you say here, we will have spent $324,211 on personnel out of a budget that is only $364,171.86. Keep in mind this is my budget for office supplies (that we are using heavily as we are setting up a new office. I'm ok with this, but it's tight and I really don't think there is room for growth.

I did not take into account the policy advisor that you have listed here at $42K.

Thanks!

Marjorie Connell
[redacted]

-----Original Message-----
From: Stan Shore [mailto:[redacted]@politicalservices.org]
Sent: Wednesday, January 23, 2013 3:01 PM
To: Connell, Marjorie
Subject: personnel

I've got a couple things for you here. Trying to help Jeremy ...
First, we've been working on the assumption that our 2013 calendar year personnel spending will be $1,415,316 with the possibility of a 10% sequester. Do you know where that 1.4M number comes from?
Second, take a look at the attacked Calendar Year spreadsheet. Calculate where we would be on March 31 (the end of the current CR) if we did all this hiring. Anyone not already on board would begin Feb 1. Calculate my salary at full salary Jan and Feb, then $1,500 per month. Calculate Jeremy's at $5,000 per month.
That is -- I want to make sure that short-term we're ok in this current "bucket" -- as well as looking at the longer term calendar year.
If you see any errors, such as me forgetting someone -- let me know.
Also, if you have any personnel ideas, please feel free to share with me.



EXHIBIT 11

From: "Stan Shore"
Date: Monday, January 28, 2013 at 2:17:54 PM Pacific Standard Time
To: [redacted]@aol.com Deutsch"
Cc:
Subject: **more about money**

I want to be perfectly frank with you about the compensation I'd like to get. Here it is from all sources:

	2013	2014
Conference	35	18
Conf Contract	66	72
CMR Campaign	20	20

In 2014, there will probably be additional compensation from media buying etc on the campaign in 2014. The only issue I'm having is on the reimbursements ... not for Nov-Jan, but going forward. I want to feel that I can fly out there every month or whenever you want me to lend a hand, but as you know, the flight and several nights at a hotel cost $1500 to $2000. Maybe that can just be built in to the contract. We don't have to solve it right now.

I'm enjoying this tremendously and feel like I'm helping.

Please, if this is not the direction or amounts you want to be working with, let me know.

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org

EXHIBIT 12

From: "Stan Shore"
Date: Friday, January 25, 2013 at 12:37:10 PM Pacific Standard Time
To: "Jeremy Deutsch"
Cc: "marjorie connell"
Subject: **compensation**

I want to try to settle the compensation that I'm getting from the Conference. Jeremy and I have discussed this, but things have shifted a little as we discovered that travel reimbursements are an issue. Hopefully, we can put in place something that fits the Conference budget. Here's what I'm thinking: 1. Conference Employee. I would like to continue at current salary through February; then reduce salary to $1,500 per month. The big payments in January and February serve to reimburse me for the Nov-Jan travel. It turns out that the health care benefits that come with being an employee are nice. If there's a way to continue the employee status and retain those benefits, that would be super. 2. DATAGRAPHICS contract (attached) This is meant to be the main way I am compensated, with funding through AE1 account. Because of the "use it or lose it" funds in that account ending March 31, I have front-loaded payments of $30,000 in Feb and March. I am also submitting an invoice for $6,500 for reimbursement of the Waitsburg video. The on-going retainer would be $4,000 per month in 2013 and $6,000 per month in 2014. The contract is almost a copy of the existing NJI contract with confidentiality and ownership clauses that are appropriate. All of this spending fits within the budgets I have reviewed with Marjorie. Personnel Expenses Jan-Feb $20,000 Mar-Dec $15,000 AE1 Feb-Mar $30,000 April-Dec $36,000 Stan Shore POLIS POLITICAL SERVICES PO Box 11794 Olympia, WA 98508 360-888-4772[redacted]@politicalservices.org

- Attached: Datagraphics Services.docx, 0.140 MB

[redacted]

EXHIBIT 13

From: "Connell, Marjorie"
Date: Tuesday, March 19, 2013 at 11:44:02 AM Pacific Daylight Time
To: "Stan Shore"
Cc: "Deutsch, Jeremy"
Bcc:
Subject: **RE: March salary**

Stan,

The cutoff for payroll for March was March 15th - so I have already submitted the change to take you down to $1,500 a month. It is now too late to change that to have anything be paid out on March 31. I can still submit to have you bumped back up in March, BUT you will not receive that until April 15, when they enter all the supplemental information that missed the March payroll deadline.

Does that make sense? Do you still want me to submit this invoice today for $15,000 for video services? I am a bit concerned that finance is going to figure that one out fairly quickly.

Marjorie Connell
[redacted]

-----Original Message-----
From: Stan Shore [mailto[redacted]@politicalservices.org]
Sent: Tuesday, March 19, 2013 2:28 PM
To: Connell, Marjorie
Cc: Deutsch, Jeremy
Subject: March salary

given the difficulties we discussed yesterday, could you please retain my salary in March for payment at end of March .. at the same level as January and February? this seems a certain path and we can make other adjustments later as needed.

Stan Shore
[redacted]@politicalservices.org
360-888-4772



EXHIBIT 14

From: "Stan Shore"
Date: Monday, March 25, 2013 at 2:21:38 PM Pacific Daylight Time
To: "Jeremy Deutsch"
Cc:
Bcc:
Subject: **Stan's schedule**

I would like to keep coming back to DC and helping out the conference. Looking at the calendar, I can be in DC 14 to 18 days each month. My assumption is that Leslie would come with me frequently although not every time ... particularly June July when Anne will be home.

The areas I am most interested in -- as you know -- are helping Tim and the digital goals, writing projects, and general support.

The biggest challenge, as with all of our plans, is to find the money ... I'm assuming that I can take a retainer from the C4C and Leadership PAC, as Dawn does, to defray the cost. But, as you know, all the official budgets are squeezed past the breaking point ... both CMR Personal MRA and the Conference.

I'm eager to work something out that we can keep steady through 2014.

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org

EXHIBIT 15

Polis Political Services, Inc

Polis Political Services, Inc
PO Box 11794
Olympia, WA 98508

(360)489-0969
[redacted]@politicalservices.org

Invoice

Date	Invoice #
04/17/2013	3126
Terms	**Due Date**
Due on receipt	04/17/2013

Bill To

Cathy McMorris
McMorris for Congress
PO Box 137
Spokane, WA 99210

PAID

Balance Due	Enclosed
$0.00	

Please detach top portion and return with your payment.

Date	Activity	Quantity	Rate	Amount
03/01/2013	March consulting	1	2,500.00	2,500.00
04/01/2013	April consulting	1	2,500.00	2,500.00

Thank you

Total	$5,000.00
Payment	$5,000.00
Balance Due	**$0.00**

EXHIBIT 16

Polis Political Services, Inc

Polis Political Services, Inc
PO Box 11794
Olympia, WA 98508

(360)489-0969
[redacted]@politicalservices.org

Invoice

Date	Invoice #
05/25/2013	3128
Terms	**Due Date**
Net 30	06/24/2013

Bill To

CMRPAC
Washington, DC

Amount Due	Enclosed
$5,000.00	

Please detach top portion and return with your payment.

Date	Activity	Quantity	Rate	Amount
04/01/2013	April Consulting	1	5,000.00	5,000.00
			Total	$5,000.00

EXHIBIT 17

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
12/8/2013	548

Bill To
House Conference Jeremy Deutsch 202A Cannon HOB Washington, DC 20515

P.O. No.	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting Services Oct, Nov, Dec	12,000.00	12,000 00
		Total	$12,000 00

Invoice

Date	Invoice #
7/9/2014	568

Bill To	Ship To
Marjorie Connell House Conference Jeremy Deutsch 202A Cannon HOB Washington, DC 20515	

P.O. Number	Terms	Rep	Ship	Via	F.O.B.	Project
			7/9/2014			July

Quantity	Item Code	Description	Price Each	Amount
	Consulting	New Media and Video Consulting Services July	4,000.00	4,000 00
		Sales Tax	8 40%	0 00
			Total	$4,000 00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
3/18/2013	526

Bill To
House Conference Marjorie Connell 202A Cannon HOB Washington, DC 20515

P O No	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting services	20,000.00	20,000.00
		Total	$20,000.00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
2/1/2013	527

Bill To
House Conference Marjorie Connell 202A Cannon HOB Washington, DC 20515

P O No.	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting services	15,000.00	15,000.00
		Total	$15,000.00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
5/15/2013	528

Bill To
House Conference Marjorie Connell 202A Cannon HOB Washington, DC 20515

P.O. No.	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting Services	8,000.00	8,000 00
		Total	$8,000 00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
4/1/2013	529

Bill To
House Conference Marjone Connell 202A Cannon HOB Washington, DC 20515

P.O No.	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting services	4,000 00	4,000 00
		Total	$4,000 00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
12/8/2013	548

Bill To
House Conference Jeremy Deutsch 202A Cannon HOB Washington, DC 20515

P.O No	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting Services Oct, Nov, Dec	12,000.00	12,000.00
		Total	$12,000.00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
1/22/2014	555

Bill To
House Conference Jeremy Deutsch 202A Cannon HOB Washington, DC 20515

P.O. No.	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting Services January	4,000.00	4,000.00
		Total	$4,000.00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
6/5/2014	566

Bill To
House Conference Jeremy Deutsch 202A Cannon HOB Washington, DC 20515

P.O No.	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting Services June	4,000.00	4,000 00
		Total	$4,000.00

Datagraphics

PO Box 11794
Olympia, WA 98508

Invoice

Date	Invoice #
6/5/2014	566

Bill To
House Conference Jeremy Deutsch 202A Cannon HOB Washington, DC 20515

P.O No	Terms	Project

Quantity	Description	Rate	Amount
	New Media and Video Consulting Services June	4,000 00	4,000 00
		Total	$4,000 00

Datagraphics

3312 Fishtrap Loop NE
Olympia, WA 98506

Invoice

Date	Invoice #
1/11/2015	635

Bill To	Ship To
House Conference Jeremy Deutsch 202A Cannon HOB Washington, DC 20515	

P O Number	Terms	Rep	Ship	Via	F.O.B.	Project
			1/11/2015			July

Quantity	Item Code	Description	Price Each	Amount
	Consulting	New Media and Video Consulting Services December and January	8,000.00	8,000.00
		Sales Tax	8 40%	0 00
			Total	$8,000 00

EXHIBIT 18

CONSULTING AGREEMENT

THIS AGREEMENT is effective as of March 26, 2012, by and between "CMR PAC" (the "Client"), located at CMR PAC, PO Box 2485, Springfield, VA 22152 , and O'Donnell and Associates, Ltd. (the "Consultant"), located at 3101 N Hampton Drive, #1517, Alexandria, VA 22302.

RECITALS

1. Consultant has expertise in the area of public speaking and message/media strategy and preparation for political candidates and is willing to provide consulting services to the CMR PAC and its principle.

2. The Client is willing to engage Consultant as an independent contractor, and not as an employee, on the terms and conditions set forth herein.

AGREEMENT

In consideration of the foregoing and of the mutual promises set for the herein, and intending to be legally bound, the parties hereto agree as follows:

1. Engagement:

(a) The Client hereby engages Consultant to render, as an independent contractor, the consulting services associated with debate preparation of a political candidate engaged in a Client for the United States Senate and such other services as may be agreed to in writing by the Client and Consultant from time to time.

(b) Consultant hereby accepts the engagement to provide consulting services to the Client on the terms and conditions set forth herein.

2. Term.

Client will retain Consultant, and Consultant will accept such retention, commencing as of March 25, 2012 and continuing month to month.

3. Compensation.

(a) Monthly Retainer: Client will pay Consultant as compensation $2,000.00 per month.

Expenses: Reimbursement for ordinary expenses such as long distance, copies, postage, etc. shall be made paid within sixty (60) days of being incurred by Consultant upon presentation to BFP of invoices with original

EXHIBIT 19

Murphy, Shaughnessy

From: Deutsch, Jeremy
Sent: Thursday, October 11, 2012 11:04 AM
To: Winer, Todd; Murphy, Shaughnessy; [redacted]@patbell.com'; [redacted]@odacommunications.com'
Subject: Debate Prep today

Good Morning: debate prep will probably start around 2 PM PT today. Stan and Brett we will send a call in number later let us know if you can join via phone. Mondays debate is posted on ksps's website.
Thank you,
Jeremy

CMRHEC-000434

COE.MCMRODGERS.000439

CONFIDENTIAL

Deutsch, Jeremy

From: Deutsch, Jeremy
Sent: Friday, September 28, 2012 5:14 PM
To: Murphy, Shaughnessy
Subject: RE: 10/5 debate prep

Yes I think that would be great.

From: Murphy, Shaughnessy
Sent: Friday, September 28, 2012 3:57 PM
To: Deutsch, Jeremy
Subject: FW: 10/5 debate prep

Are we going to want Brett to come out to Spokane at all?

From: Winer, Todd
Sent: Friday, September 28, 2012 3:57 PM
To: Murphy, Shaughnessy; Harris, Amy
Cc: Deutsch, Jeremy
Subject: RE: 10/5 debate prep

He won't be in DC that day. He can do it by phone.

From: Murphy, Shaughnessy
Sent: Friday, September 28, 2012 10:50 AM
To: Harris, Amy
Cc: Winer, Todd; Deutsch, Jeremy
Subject: 10/5 debate prep

Amy,

Can we put debate prep on the calendar with Brett for 10/5, 12:00-3:00.

Todd – can you check with Brett if that will work?

Shaughnessy Murphy
Deputy Chief of Staff/Legislative Director
Office of Congresswoman Cathy McMorris Rodgers (WA-05)
2421 Rayburn HOB
Washington, DC 20515
T: 202.225.2006
E: [redacted]@mail.house.gov

JDOCE-0250

EXHIBIT 20

Deutsch, Jeremy

From:	Deutsch, Jeremy
Sent:	Monday, December 03, 2012 1:07 PM
To:	Winer, Todd; Litman, Riva
Cc:	Harris, Amy; Murphy, Shaughnessy
Subject:	Morning joe

I would like brett to be part of prep. Cmr mentioned steering may wrap up earlier so we could be on stand by for late afternoon before dmm and again after the hensarling meeting.

CMRHEC-000890

COE.MCMRODGERS.000898

"Litman, Riva" [redacted]@mail.house.gov>
RE: FOX Prep
December 4, 2012 5:05 PM

Brett – so sorry! All of your emails went to my SPAM folder and I just now retrieved them. We're confirmed for the Situation Room tomorrow at 4:25 PM. We'll leave here around 3:50 to get there by 4 for hair and makeup. I'll talk to Amy and we'll nail down some prep time before that and we'll let you know!

Thanks for everything,
Riva

From: Brett O'Donnell [mailto:[redacted]@odacommunications.com]
Sent: Tuesday, December 04, 2012 11:13 AM
To: Litman, Riva
Cc: Deutsch, Jeremy
Subject: Re: FOX Prep

How do I get there? Do I have access to that location?

Sent from my iPhone

On Dec 4, 2012, at 10:46 AM, "Litman, Riva" [redacted]> wrote:

> Hi Brett! We're going to meet CMR in GOP Labs (H-112 in the Capitol) at 12:10 PM to prep for the FOX hit. The interview will be held in the Cannon Rotunda!
>
> See you then,
> Riva
>
> **Riva B. Litman**
> **Press Secretary**
> **Congresswoman Cathy McMorris Rodgers (WA-05)**
> **2421 Rayburn House Office Building · Washington, DC 20515**
>
> **E |** [redacted]
> **T | 202.225.2006**
> **W |** www.[redacted].house.gov

BO_0066

COE.MCMRODGERS.003873

"Litman, Riva" [redacted]@mail.house.gov>
RE: CNN Tomorrow Morning
December 5, 2012 3:28 PM

Brett – I'm going to call you momentarily!

From: Brett O'Donnell [mailto:[redacted]@odacommunications.com]
Sent: Wednesday, December 05, 2012 3:25 PM
To: Litman, Riva
Cc: Harris, Amy; Winer, Todd; Deutsch, Jeremy; Murphy, Shaughnessy
Subject: Re: CNN Tomorrow Morning

Lets meet at 8 to get ready for this one. Soledad and Rowland can be combative.

Sent from my iPhone

On Dec 5, 2012, at 2:42 PM, "Litman, Riva" [redacted]@mail.house.gov> wrote:

> HI Amy: Please add CNN "Starting Point" to her calendar for **tomorrow morning at 8:30 AM**. Cannon Rotunda. Topic: fiscal cliff. 5-6 minutes. I'll send you more details this afternoon. Thanks!
>
> **Riva B. Litman**
> ***Press Secretary***
> **Congresswoman Cathy McMorris Rodgers (WA-05)**
> **2421 Rayburn House Office Building · Washington, DC 20515**
>
> E | [redacted]@mail.house.gov
> T | 202.225.2006
> W | www.mcmorris.house.gov
> <image001.jpg> <image002.jpg> <image003.jpg> <image004.jpg> <image005.jpg>

BO_0076

COE.MCMRODGERS.003883

"Harris, Amy" [redacted]@mail.house.gov>
RE: tomorrow looks like
December 13, 2012 4:42 PM

Great! Thanks!

From: Brett O'Donnell [mailto:[redacted]@odacommunications.com]
Sent: Thursday, December 13, 2012 4:37 PM
To: Harris, Amy
Cc: Litman, Riva; Murphy, Shaughnessy
Subject: Re: tomorrow looks like

Yes. I will be there.

Sent from my iPhone

On Dec 13, 2012, at 4:13 PM, "Harris, Amy" [redacted]@mail.house.gov> wrote:

> Hi Brett:
>
> I just wanted to let you know what tomorrow looks like and see if you could make it to the Prep session in the afternoon.
>
> 10:35 AM Phone Call w/ Dom Giordano (Philadelphia Radio Show per Rep. Gerlach)
> 1:15 PM Prep for CSPAN, CNBC & Meet the Press (203 CHOB)
> 2:50 PM *Interview* w/ CSPAN's Newsmakers (Cannon Rontunda)
> 3:30 PM *Interview* w/ CNBC "Closing Bell" (Cannon Rotunda)
>
> Thank you!
>
> **Amy Harris**
> **Executive Assistant/Scheduler**
> Congresswoman Cathy McMorris Rodgers (WA-05)
> 203 Cannon House Office Building · Washington, DC 20515
>
> E | [redacted]@mail.house.gov
> O | 202.225.2006
> C | 202.812.0444
> W | www.mcmorris.rodgers.house.gov
> <image001.jpg> <image002.jpg> <image003.jpg> <image004.jpg> <image005.jpg> <image006.jpg>

BO_0106

December 4, 2012
Draft 1 – TQ

McMorris Rodgers Statement on Latest Unemployment Report

WASHINGTON – House Republican Conference Chairman Cathy McMorris Rodgers (R-Washington) issued the following statement today regarding the latest unemployment report released by the Bureau of Labor Statistics.

"America's unemployment crisis continues because uncertainty over taxes and spending isn't going away – in fact, it's getting worse. Thanks to the president's stubborn fixation on raising taxes on small businesses, job creators and job seekers alike are facing an unfair future where confidence and opportunity shrinks while government – along with our historic debt – only grows bigger. And worse, middle class Americans continue to struggle because of the President's anti-growth policies.

"In order to create the jobs Americans need, our economy needs certainty and solutions. House Republicans have offered both. Our proposal for averting the fiscal cliff is a balanced plan that increases revenue through pro-growth tax reform that makes the tax code fairer and more conducive to job creation. It rejects harmful tax hikes that will prevent the economic growth absolutely necessary for solving our debt crisis, will not reduce spending and the debt, and that kill jobs. Unlike the president's unrealistic proposal, the Republican plan also doesn't dodge the difficult but vital task of saving our nation's cherished entitlement programs that are headed toward bankruptcy. We are squarely on the side of hardworking middle class families who cannot afford to hand over more money to an administration which we know will only spend it on more 'stimulus'-style projects that never worked in the first place.

"Leaders on both sides of the aisle will either succeed together or fail together. President Obama has a duty to meet the urgency of the moment and like Ronald Reagan and Tip O'Neill did together, work with Republicans to find real solutions that will avert the crisis, turn our economy around and put middle class Americans back to work."

Deleted: ,

Deleted: During this tense time in Washington, House Republicans have made our commitments crystal clear. We believe in protecting our struggling economy from any new taxes that will kill jobs and do nothing to reduce the debt and deficits that President Obama grew over the last four years.

Deleted: We are squarely on the side of hardworking taxpayers and families who cannot afford to hand over more money to an administration which we know will only spend it on more 'stimulus'-style projects that never worked in the first place.

Deleted: cleaner.

Deleted: ,

Deleted: unserious

Deleted: reforming

Deleted: driving our debt while going bankrupt

Deleted: The House Republican fiscal cliff solution is currently the only serious proposal on the table. This is unacceptable. With the clocking ticking.

Deleted: 1

Deleted: and return to the negotiating table with serious ideas that address the root causes of our debt crisis, don't punish our economy, and can pass both houses of Congress."

"Litman, Riva" [redacted]@mail.house.gov>
RE: statement for your approval (obviously more rhetoric than policy -- but i kept it intentionally vague)
December 17, 2012 4:11 PM

That's great -- thank you!

From: Betz, Kimberly
Sent: Monday, December 17, 2012 4:08 PM
To: Brett O'Donnell; Litman, Riva
Subject: RE: statement for your approval (obviously more rhetoric than policy -- but i kept it intentionally vague)

I would also make a few edits in the second to the last sentence.

Kimberly Betz
House Republican Conference
(202) 225-5107

From: Brett O'Donnell [redacted]@odeconsultingteam.com]
Sent: Monday, December 17, 2012 4:05 PM
To: Litman, Riva
Cc: Betz, Kimberly
Subject: Re: statement for your approval (obviously more rhetoric than policy -- but i kept it intentionally vague)

Take out phrases my spirit shaken, and I can offer no answers. Looks a little too weak.

Sent from my iPhone

On Dec 17, 2012, at 3:51 PM, "Litman, Riva" [redacted]@mail.house.gov> wrote:

> Please let me know ASAP so I can get this out:
>
> In the aftermath of the tragic shooting at Sandy Hook Elementary School on Friday, my heart is broken and my spirit is shaken. I can offer prayers but no words; love but no answers. As the mom of two young children, I am deeply saddened by this horrific and senseless act of violence. While words are inadequate in the face of such tragedy, I have faith in an American spirit I know to be unbreakable. We are strong, resilient and resolute – and while our hearts are broken, our resolve is unwavering. So we will come together – in the halls of Congress and in communities across this country – to examine the efficacy of existing laws, including enhancing e our enforcement efforts in schools and elsewhere, and re-evaluatinge all aspects of our mental health politics. We will do everything we can to ensure that what happened in Newtown, Connecticut never happens again.
>
> **Riva B. Litman**
> **Press Secretary**
> Congresswoman Cathy McMorris Rodgers (WA-05)
> 2421 Rayburn House Office Building · Washington, DC 20515
>
> E | [redacted]@mail.house.gov
> T | 202.225.2006
> W | www.mcmorrisrodgers.house.gov
> <image001.jpg> <image002.jpg> <image003.jpg> <image004.png> <image005.jpg>

From: Brett ODonnell[redacted]@odacommunications.com>
To: Jeremy Deutsch[redacted]@aol.com>
Subject: Fwd: Schd
Date: Thu, Dec 13, 2012 9:14 am

I'll be a little late the first interview as I have a meeting in Dierkson that will go until 1:45 pm

Brett

Begin forwarded message:

From: "Connell, Marjorie" [redacted]@mail.house.gov>
Date: December 13, 2012 8:49:03 AM EST
To: "Deutsch, Jeremy" [redacted]@mail.house.gov>
Cc: "[redacted]@odacommunications.com" [redacted]@odacommunications.com>
Subject: RE: Schd

Brett,

Here you are! All interviews will take place in 202A Cannon.

Thursday:
1:30pm Meet with Matt Dempsey
2:30pm Meet with Nate Hodson
3:30pm Meet with Nat Sillin
4:30pm Phone Call with Colin Reed

Friday:
11:30am Meet with Eric Wilson
2:00pm Meet with E.R. Anderson

Let me know if we can these resumes to you. If not, I'll have them ready for you when you get here.

Thanks!
marjorie

marjorie f. connell
(202) 225-5107

-----Original Message-----
From: Deutsch, Jeremy
Sent: Wednesday, December 12, 2012 11:10 PM
To: Connell, Marjorie
Cc: [redacted]@odacommunications.com'
Subject: Schd

Marjorie: brett is going to join us for the comm interviews on thur and fri. Can you send him the details when you have a moment. Thanks. Jdd

EXHIBIT 21

jeremy deutsch [redacted]@aol.com>
Fwd: New Invoice
December 12, 2012 11:37 PM

Just so u r in the loop. Don is Johnny on the spot. I will have him FedEx it too if you would like. If not should have by Monday.

Sent from my iPhone

Begin forwarded message:

> **From:** Jeremy Deutsch [redacted]@aol.com>
> **Date:** December 12, 2012, 11:35:45 PM EST
> **To:** Donald Peters [redacted]@msn.com>
> **Subject: Fwd: New Invoice**
>
> Don: hope you are well. Can you please pay this invoice for consulting. Brett is our debate coach and we have paid out of CMR PAC. The only issue now is there is no money in the account. So need reelect to pay for it. Can you also let me know balance after paying this bill? Thanks Jeremy.
>
> Sent from my iPhone
>
> Begin forwarded message:
>
> > **From:** Brett ODonnell [redacted]@odacommunications.com>
> > **Date:** December 12, 2012, 9:45:44 PM EST
> > **To:** Jeremy Deutsch[redacted]@aol.com>
> > **Subject: New Invoice**
> >
> > Jeremy,
> >
> > Here is my new invoice as you requested. I got the Christmas invite and will be there. Don't forget to send the interview schedule.
> >
> > Thanks
> >
> > Brett

December 2....doc (17 KB)

EXHIBIT 22

CONSULTING AGREEMENT

THIS AGREEMENT is effective as of January 1, 2013, by and between "Representative Cathy McMorris Rodgers" (the "Client"), located at 202A Canon House Office Bldg., Washington, DC , and O'Donnell and Associates, Ltd. (the "Consultant"), located at 3101 N Hampton Drive, #1517, Alexandria, VA 22302.

RECITALS

1. Consultant has expertise in the area of public speaking and message/media strategy and preparation for political candidates and is willing to provide consulting services to Cathy McMorris Rodgers and its principle.

2. The Client is willing to engage Consultant as an independent contractor, and not as an employee, on the terms and conditions set forth herein.

AGREEMENT

In consideration of the foregoing and of the mutual promises set for the herein, and intending to be legally bound, the parties hereto agree as follows:

1. Engagement:

(a) The Client hereby engages Consultant to render, as an independent contractor, the consulting services associated with media preparation and training/Message design and strategy for Cathy McMorris Rodgers and regular service to the House Republican Conference and such other services as may be agreed to in writing by the Client and Consultant from time to time.

(b) Consultant hereby accepts the engagement to provide consulting services to the Client on the terms and conditions set forth herein.

2. Term.

Client will retain Consultant, and Consultant will accept such retention, commencing as of January 1, 2013 and continuing month to month.

3. Compensation.

(a) Monthly Retainer: Client will pay Consultant as compensation $5,000.00 per month.

Expenses: Reimbursement for ordinary expenses such as long distance, copies, postage, etc. shall be made paid within sixty (60) days of being incurred by Consultant upon presentation to BFP of invoices with original

EXHIBIT 23

12-04	AP	005[illegible]410	WEST VIRGINIA GRANTMAKERS	10 05 12	10 05 12	FOOD & BEVERAGE			70 00
12-11	AP	005[illegible]9921	NATIONAL NEWS AGENCY INC	01 01 13	12 31 13	PUBLICATIONS REFERENCE MAT'L			318 42
12-13	AP	00582033	HON DAVID MCKINLEY	12 04 12	12 04 12	FOOD & BEVERAGE			283 45
12-18	AP	00581296	BOISE CASCADE	11 14 12	11 14 12	OFFICE SUPPLIES (OUTSIDE)			70 48
12-18	AP	00581910	BOISE CASCADE	10 31 12	10/31 12	OFFICE SUPPLIES (OUTSIDE)			199 03
12-18	AP	00585264	KRUSHANSKY, PAMELA D	11 29 12	12 06 12	FOOD & BEVERAGE			59 31
12-18	AP	005852[illegible]1	DEER PARK WATER	10 27 12	11/26 12	WATER			24 37
12-18	AP	005852[illegible]5	E & E PUBLISHING LLC	01 01 13	12 31 13	PUBLICATIONS REFERENCE MAT L			1,995 00
12-20	AP	00589690	CQ ROLL CALL	01 01 13	12 31 14	PUBLICATIONS REFERENCE MAT L			13,990 00
12-21	AP	00581319	BOISE CASCADE	11 30 12	11 30 12	OFFICE SUPPLIES (OUTSIDE)			156 14
12-30	GL	RMS0025330		12 01 12	12 31 12	OFFICE SUPPLY (TRANSFER)			201 40
							SUPPLIES AND MATERIALS TOTALS		19,091 44
		EQUIPMENT							
10-31	GL	MNT0023823		10 01 12	10 31 12	MAINTENANCE / REPAIRS			135 00
10-31	GL	PPY0023817		10 01 12	10 31 12	EQUIPMENT PURCHASES			49 41
11-30	GL	MNT0024545		11/01 12	11 30 12	MAINTENANCE / REPAIRS			135 00
11-30	GL	PPY0024547		11 01 12	11 30 12	EQUIPMENT PURCHASES			49 41
12-31	GL	MNT0025278		12 01 12	12/31/12	MAINTENANCE / REPAIRS			135 00
12-31	GL	PPY0025279		12 01 12	12/31/12	EQUIPMENT PURCHASES			49 42
							EQUIPMENT TOTALS		553 24
							OFFICIAL EXPENSES OF MEMBERS TOTALS		331,357 68
							OFFICE TOTALS		331,357 68

2011 HON DAVID B MCKINLEY
OFFICIAL EXPENSES OF MEMBERS
SUPPLIES AND MATERIALS

12-19	AP	00588954	CHICAGO FLAG COMPANY	04/07/11	04/07/11	OFFICE SUPPLIES (OUTSIDE)			233 20
							SUPPLIES AND MATERIALS TOTALS		233 20
							OFFICIAL EXPENSES OF MEMBERS TOTALS		233 20
							OFFICE TOTALS		233 20

2012 HON CATHY MCMORRIS RODGERS
OFFICIAL EXPENSES OF MEMBERS

						FRANKED MAIL		34,808 30	1 528 60
						PERSONNEL COMPENSATION		945,456 92	254,221 06
						TRAVEL		107,629 03	18,341 33
						RENT, COMMUNICATION, UTILITIES		87 565 71	21,447 17
						PRINTING AND REPRODUCTION		86 675 91	492 86
						OTHER SERVICES		44,304 12	12,663 50
						SUPPLIES AND MATERIALS		9,146 24	2,738 60
						EQUIPMENT		10,403 17	3,491 88
							OFFICIAL EXPENSES OF MEMBERS TOTALS	1,325,989 40	315,025 00
							OFFICE TOTALS	1,325,989 40	315,025 00

OFFICIAL EXPENSES OF MEMBERS
FRANKED MAIL

10-12	AP	00545554	UNITED STATES POSTAL SERVICE	08/01 12	08 31 12	FRANKED MAIL			370 25
10-26	AP	00556869	UNITED STATES POSTAL SERVICE	09 01 12	09 30 12	FRANKED MAIL			346 80

STATEMENT OF DISBURSEMENTS

DATE		VOUCHER NO	PAYEE	SERVICE DATES		DESCRIPTION	YTD AMOUNT	QUARTERLY AMOUNT
MEMBERS REPRESENTATIONAL ALLOW—Con								
2012 HON CATHY MCMORRIS RODGERS—Con								
10-31	GL	FLG00C3882		10/20/12	10/31/12	FRANKED MAIL		-145 95
11-28	AP	00574328	UNITED STATES POSTAL SERVICE	10/01/12	10/31/12	FRANKED MAIL		644 81
11-30	GL	FLG0024589		11/20/12	11/30/12	FRANKED MAIL		-52 30
12-28	AP	00594190	UNITED STATES POSTAL SERVICE	11/01/12	11/30/12	FRANKED MAIL		503 19
12-30	GL	FLG0025332		12/20/12	12/31/12	FRANKED MAIL		-38 30
							FRANKED MAIL TOTALS	1,628 60
		PERSONNEL COMPENSATION						
			BELL,PATRICK	10/01/12	11/30/12	DIRECTOR OF NEW MEDIA		13,333 34
			BELL,PATRICK	11/01/12	11/30/12	DIRECTOR OF NEW MEDIA (OTHER COMPENSATION)		500 00
			BETZ, KIMBERLY S	11/01/12	11/26/12	SHARED EMPLOYEE		2,500 00
			CONLEY,PASHELLE S	10/01/12	12/31/12	STAFF ASSISTANT		6,999 99
			DEUTSCH JEREMY	10/01/12	12/31/12	SHARED EMPLOYEE		21,249 99
			DODSON,KAREN L	10/01/12	12/31/12	PART-TIME EMPLOYEE		3,750 00
			FENDRICH LOUISE E	10/01/12	12/31/12	DIRECTOR OF CONSTITUENT RELATI		15,360 00
			FLEMING,AMANDA A	10/01/12	12/31/12	REGIONAL REPRESENTATIVE		6,999 99
			HARRIS,AMY L	10/01/12	12/31/12	EXECUTIVE ASSISTANT		10,625 01
			KUNKLER KYLE	10/01/12	12/31/12	LEGISLATIVE CORRESPONDENT		7,500 00
			LELAND RICHARD M	10/01/12	12/31/12	DISTRICT DIRECTOR		24,999 99
			LITMAN,PIA	10/01/12	12/31/12	PRESS SECRETARY		13,250 01
			MURPHY,SHAUGHNESSY P	10/01/12	12/13/12	LEGISLATIVE DIRECTOR		20,277 77
			POULSON, MICHAEL A	10/01/12	12/31/12	AGRI & NATURAL POLICY DIR		13,500 00
			RODIN RYAN	10/01/12	12/31/12	CONSTITUENT SERVICES REPRESENT		7,500 00
			STALP SHEILA	10/01/12	12/31/12	DEPUTY DISTRICT DIRECTOR		8,000 01
			STEELE MELANIE	10/01/12	12/31/12	LEGISLATIVE ASSISTANT		9,624 99
			SUMMAR KAREN L	10/01/12	12/31/12	LEGISLATIVE ASSISTANT		15,000 00
			WALSH SYDNEY	10/01/12	12/31/12	STAFF ASSISTANT		6,999 99
			WEBBER, MILDRED J	11/12/12	12/18/12	EXECUTIVE ASSISTANT		9,250 00
			WEINER TODD J	10/01/12	12/31/12	COMMUNICATIONS DIRECTOR		24,999 99
			WHITE HAVANH E	10/01/12	12/31/12	CONSTITUENT SERVICES REPRESENT		6,999 99
							PERSONNEL COMPENSATION TOTALS	254,221 06
		TRAVEL						
10-01	AP	00538785	FLEMING,AMANDA A	09/10/12	09/11/12	PRIVATE AUTO MILEAGE		173 76
10-01	AP	00538786	FLEMING,AMANDA A	09/11/12	09/11/12	MEALS		13 57
10-01	AP	00538789	FLEMING,AMANDA A	09/11/12	09/11/12	TAXI/PARKING/TOLLS		16 31
10-01	AP	00538798	RODIN RYAN	09/15/12	09/15/12	PRIVATE AUTO MILEAGE		68 16
10-16	AP	00542436	FLEMING,AMANDA A	09/20/12	09/20/12	PRIVATE AUTO MILEAGE		174 24
10-16	AP	00545695	STALP SHEILA	09/13/12	09/28/12	PRIVATE AUTO MILEAGE		434 88
10-16	AP	00545701	LELAND RICHARD M	06/21/12	10/02/12	PRIVATE AUTO MILEAGE		837 60
10-16	AP	00545707	LELAND RICHARD M	06/25/12	06/26/12	MEALS		200 00
10-16	AP	00545710	LELAND RICHARD M	06/05/12	06/08/12	TAXI/PARKING/TOLLS		55 00
10-16	AP	00545799	LELAND RICHARD M	07/04/12	08/28/12	MEALS		44 33
10-16	AP	00545804	LELAND RICHARD M	07/13/12	08/24/12	TAXI/PARKING/TOLLS		31 69
10-16	AP	00545813	FENDRICH LOUISE E	09/18/12	09/20/12	PRIVATE AUTO MILEAGE		185 28

10-17	AP	00545696	STALP,SHEILA	09 20 12	09 24 12	TAXI PARKING/TOLLS	15 22
10-17	AP	00546700	CIT BANK GOV CARD SERVICE	09 10 12	09 10 12	LODGING	98 31
10-17	AP	00546701	CIT BANK GOV CARD SERVICE	09 18 12	09 20 12	LODGING	173 78
10-17	AP	00546704	CITIBANK GOV CARD SERVICE	10 08 12	10 08 12	COMMERCIAL TRANSPORTATION	501 20
10-17	AP	00546707	CITIBANK GOV CARD SERVICE	10 01 12	10 01 12	COMMERCIAL TRANSPORTATION	541 20
10-17	AP	00546710	CITIBANK GOV CARD SERVICE	10 01 12	10 04 12	LODGING	294 93
10-25	AP	00555369	RODIN, RYAN	10 16 12	10 17 12	PRIVATE AUTO MILEAGE	173 76
10-25	AP	00555379	RODIN, RYAN	10 16 12	10 17 12	MEALS	25 58
10-26	AP	00556051	WHITE HANAN E	10 18 12	10 18 12	PRIVATE AUTO MILEAGE	68 54
10-26	AP	00556071	RODIN, RYAN	10 14 12	10 17 12	LODGING	86 89
11-05	AP	00559950	BELL,PATRICK	10 07 12	10 12 12	MEALS	195 74
11-06	AP	00559953	BELL,PATRICK	10 07 12	10 07 12	TAXI PARKING TOLLS	30 00
11-06	AP	00559955	BELL,PATRICK	10 09 12	10 12 12	COMMERCIAL TRANSPORTATION	50 00
11-06	AP	00559957	FLEMING,AMANDA A	10 15 12	10 16 12	PRIVATE AUTO MILEAGE	173 76
11-06	AP	00559961	FLEMING,AMANDA A	10 15 12	10 16 12	TAXI/PARKING TOLLS	16 31
11-06	AP	00559966	MURPHY, SHAUGHNESSY	10 01 12	11 01 12	MEALS	140 44
11-06	AP	00559969	MURPHY, SHAUGHNESSY	10 01 12	10 01 12	TAXI/PARKING/TOLLS	25 00
11-06	AP	00559970	WEINER,TODD J	10 08 12	10 12 12	COMMERCIAL TRANSPORTATION	40 00
11-06	AP	00559974	WEINER TODD J	10 12 12	10 12 12	TAXI PARKING TOLLS	12 00
11-15	AP	00563701	CITIBANK GOV CARD SERVICE	10 08 12	10 08 12	COMMERCIAL TRANSPORTATION	670 20
11-15	AP	00563703	CITIBANK GOV CARD SERVICE	10 12 12	10/12/12	COMMERCIAL TRANSPORTATION	385 60
11-15	AP	00563706	CITIBANK GOV CARD SERVICE	10 12 12	10 12 12	COMMERCIAL TRANSPORTATION	385 60
11-15	AP	00563708	CITIBANK GOV CARD SERVICE	10 12 12	10 12 12	LODGING	491 55
11-16	AP	00563567	CITIBANK GOV CARD SERVICE	10 08 12	10 11 12	LODGING	393 24
11-16	AP	00563573	CITIBANK GOV CARD SERVICE	10 08 12	10 11 12	LODGING	393 24
11-16	AP	00563577	CITIBANK GOV CARD SERVICE	10 08 12	10 11 12	LODGING	393 24
11-16	AP	00563579	CITIBANK GOV CARD SERVICE	10 24 12	10 24 12	COMMERCIAL TRANSPORTATION	334 60
11-16	AP	00563586	CITIBANK GOV CARD SERVICE	11/01/12	11/07/12	COMMERCIAL TRANSPORTATION	441 20
11-16	AP	00563593	STALP,SHEILA	10/25/12	10 25 12	TAXI/PARKING TOLLS	5 00
11-16	AP	00563596	CITIBANK GOV CARD SERVICE	10 04 12	10 04 12	COMMERCIAL TRANSPORTATION	570 60
11-16	AP	00563598	CITIBANK GOV CARD SERVICE	10 02 12	10 02 12	COMMERCIAL TRANSPORTATION	25 00
11-16	AP	00563601	CITIBANK GOV CARD SERVICE	10 08 12	10/12/12	COMMERCIAL TRANSPORTATION	670 20
11-16	AP	00563702	CITIBANK GOV CARD SERVICE	10 12 12	10 12 12	COMMERCIAL TRANSPORTATION	570 60
11-19	AP	00565338	STALP,SHEILA	10 10 12	10 30 12	PRIVATE AUTO MILEAGE	348 48
11-20	AP	00570338	FLEMING,AMANDA A	11 06 12	11 07 12	PRIVATE AUTO MILEAGE	173 76
11-20	AP	00570344	FLEMING,AMANDA A	11 06 12	11 07 12	MEALS	51 74
11-20	AP	00570345	FLEMING,AMANDA A	11 06 12	11 07 12	TAXI/PARKING/TOLLS	18 48
11-29	AP	00572325	LITMAN RIVA	11 05 12	11 07 12	MEALS	63 05
11-29	AP	00572329	LITMAN, RIVA	11 05 12	11 07 12	TAXI/PARKING/TOLLS	46 00
11-29	AP	00572330	MURPHY, SHAUGHNESSY	11 01 12	11 05 12	MEALS	141 31
11-29	AP	00572332	MURPHY, SHAUGHNESSY	11 01 12	11 01 12	TAXI/PARKING TOLLS	24 00
12-05	AP	00577087	LELAND, RICHARD M	10 23 12	11 02 12	PRIVATE AUTO MILEAGE	372 96
12-05	AP	00577091	LELAND, RICHARD M	11 02 12	11 02 12	MEALS	37 47
12-05	AP	00577093	POULSON, MICHAEL A	11 01 12	11 27 12	PRIVATE AUTO MILEAGE	1,224 96
12-06	AP	00577089	LELAND RICHARD M	07 31 12	10 25 12	TAXI/PARKING TOLLS	14 50
12-12	AP	00579431	STALP,SHEILA	11 01 12	11 26 12	PRIVATE AUTO MILEAGE	306 24
12-12	AP	00579433	STALP,SHEILA	11 06 12	11 06 12	MEALS	14 50
12-12	AP	00579436	STALP,SHEILA	11 07 12	11 07 12	TAXI/PARKING/TOLLS	21 74
12-27	AP	00581267	CITIBANK GOV CARD SERVICE	11 06 12	11 07 12	LODGING	109 38

STATEMENT OF DISBURSEMENTS

DATE		VOUCHER NO	PAYEE	SERVICE DATES		DESCRIPTION	YTD AMOUNT	QUARTERLY AMOUNT
MEMBERS REPRESENTATIONAL ALLOW—Con								
2012 HON CATHY MCMORRIS RODGERS—Con								
12-27	AP	00591268	CITIBANK GOV CARD SERVICE	11/06/12	11/07/12	LODGING		98 31
12-27	AP	00591272	CITIBANK GOV CARD SERVICE	11/07/12	11/07/12	TAXI/PARKING/TOLLS		5 00
12-27	AP	00591273	CITIBANK GOV CARD SERVICE	11/04/12	11/07/12	LODGING		294 93
12-27	AP	00591276	CITIBANK GOV CARD SERVICE	11/04/12	11/07/12	LODGING		294 93
12-27	AP	00591278	CITIBANK GOV CARD SERVICE	11/06/12	11/07/12	LODGING		21 74
12-27	AP	00591289	CITIBANK GOV CARD SERVICE	11/02/12	11/03/12	LODGING		117 17
12-27	AP	00591291	CITIBANK GOV CARD SERVICE	11/02/12	11/03/12	LODGING		106 22
12-27	AP	00591295	CITIBANK GOV CARD SERVICE	11/02/12	11/03/12	LODGING		117 17
12-27	AP	00591299	CITIBANK GOV CARD SERVICE	11/02/12	11/03/12	LODGING		104 03
12-27	AP	00591300	CITIBANK GOV CARD SERVICE	10/15/12	10/15/12	LODGING		98 31
12-27	AP	00591306	CITIBANK GOV CARD SERVICE	11/05/12	11/07/12	COMMERCIAL TRANSPORTATION		541 20
12-27	AP	00591312	CITIBANK GOV CARD SERVICE	10/31/12	10/31/12	COMMERCIAL TRANSPORTATION		345 60
12-27	AP	00591317	CITIBANK GOV CARD SERVICE	10/31/12	10/31/12	COMMERCIAL TRANSPORTATION		345 60
12-27	AP	00591323	CITIBANK GOV CARD SERVICE	11/07/12	11/07/12	COMMERCIAL TRANSPORTATION		270 60
12-27	AP	00591327	CITIBANK GOV CARD SERVICE	11/02/12	11/03/12	LODGING		125 93
12-27	AP	00591334	CITIBANK GOV CARD SERVICE	10/31/12	11/05/12	LODGING		834 70
12-27	AP	00591335	CITIBANK GOV CARD SERVICE	11/01/12	11/05/12	LODGING		393 24
12-27	AP	00591339	CITIBANK GOV CARD SERVICE	11/06/12	11/07/12	LODGING		98 31
12-27	AP	00591342	CITIBANK GOV CARD SERVICE	11/07/12	11/07/12	COMMERCIAL TRANSPORTATION		335 60
12-27	AP	00591348	CITIBANK GOV CARD SERVICE	11/05/12	11/07/12	LODGING		196 62
							TRAVEL TOTALS	18,341 33
		PENT COMMUNICATION, UTILITIES						
10-01	AP	00538791	CENTURYLINK	08/11/12	09/11/12	TELECOMSRV/EQ/TOLL CHARGE		250 10
10-05	AP	00540489	UNITED PARCEL SERVICE	09/25/12	09/25/12	POSTAGE / COURIER / BOX RENTAL		14 53
10-05	AP	00541554	FEDERAL EXPRESS CORP	09/07/12	09/07/12	POSTAGE / COURIER / BOX RENTAL		9 46
10-05	AP	00541554	FEDERAL EXPRESS CORP	09/14/12	09/14/12	POSTAGE / COURIER / BOX RENTAL		4 88
10-05	AP	00541554	FEDERAL EXPRESS CORP	09/21/12	09/21/12	POSTAGE / COURIER / BOX RENTAL		12 35
10-05	AP	00541554	FEDERAL EXPRESS CORP	09/28/12	09/28/12	POSTAGE / COURIER / BOX RENTAL		15 83
10-09	AP	00543110	FEDERAL EXPRESS CORP	09/13/12	09/13/12	POSTAGE / COURIER / BOX RENTAL		9 67
10-11	AP	00544716	FEDERAL EXPRESS CORP	10/05/12	10/05/12	POSTAGE / COURIER / BOX RENTAL		4 75
10-16	AP	00545587	COMCAST	09/02/12	10/01/12	UTILITIES		103 30
10-16	AP	00545841	PACIFIC POWER	08/31/12	10/02/12	UTILITIES		24 43
10-16	AP	00546863	CHARTER COMMUNICATIONS	09/11/12	10/10/12	UTILITIES		114 18
10-16	AP	00547663	TERRY H LAWSON/KELLY C LAWSON	10/03/12	11/02/12	DISTRICT OFFICE RENT (PRIVATE)		395 00
10-16	AP	00547710	CHARLOTTE MUNNS	10/03/12	11/02/12	DISTRICT OFFICE RENT (PRIVATE)		450 00
10-16	AP	00547734	KIEMLE & HAGOOD CO	10/03/12	11/02/12	DISTRICT OFFICE RENT (PRIVATE)		3,088 00
10-16	AP	00547805	KIEMLE & HAGOOD CO	10/03/12	11/02/12	DISTRICT OFFICE PARKING		270 00
10-23	AP	00554166	CITY OF WALLA WALLA	09/11/12	10/10/12	UTILITIES		93 28
10-23	AP	00554238	AT&T MOBILITY	09/07/12	10/06/12	TELECOMSRV/EQ/TOLL CHARGE		117 11
10-24	AP	00555569	GENERAL SERVICES ADMIN	09/01/12	09/30/12	TELECOMSRV EQ/TOLL CHARGE		232 40
10-25	GL	EMS0023783		09/01/12	09/30/12	DC TELECOM EQUIP (TRANSFER)		55 00
10-25	GL	EMS0023783		09/01/12	09/30/12	DC TELECOM SERV (TRANSFER)		160 00
10-25	GL	EMS0023783		09/01/12	09/30/12	DC TELECOM TOLLS (TRANSFER)		1,605 23

10-25	GL	EMS0023783		09/01/12	09/30/12	DISTR OFF TELECOM EQ (TRANSF)	87 58
10-25	GL	EMS0023783		09/01/12	09/30/12	DISTR OFF TELECOM TOLL (TRNSF)	36 98
10-26	AP	00556066	CENTURYLINK	09/10/12	10/10/12	TELECOMSRV EQ/TOLL CHARGE	241 93
10-26	AP	00556068	CENTURYLINK	09/11/12	10/11/12	TELECOMSRV EQ/TOLL CHARGE	250 48
11-05	AP	00556925	FEDERAL EXPRESS CORP	10/19/12	10/19/12	POSTAGE / COURIER / BOX RENTAL	9 64
11-06	AP	00559372	FEDERAL EXPRESS CORP	10/26/12	10/26/12	POSTAGE / COURIER / BOX RENTAL	4 82
11-09	AP	00560604	UNITED PARCEL SERVICE	10/19/12	10/19/12	POSTAGE / COURIER / BOX RENTAL	48 40
11-15	AP	00565325	COMCAST	10/02/12	11/01/12	UTILITIES	103 30
11-15	AP	00565347	PACIFIC POWER	10/02/12	10/29/12	UTILITIES	48 87
11-15	AP	00566057	TERRY H LAWSON/KELLY C LAWSON	11/03/12	12/02/12	DISTRICT OFFICE RENT (PRIVATE)	395 00
11-15	AP	00566104	CHARLOTTE MUNNS	11/03/12	12/02/12	DISTRICT OFFICE RENT (PRIVATE)	450 00
11-15	AP	00566128	KIEMLE & HAGOOD CO	11/03/12	12/02/12	DISTRICT OFFICE RENT (PRIVATE)	3,088 00
11-15	AP	00566198	KIEMLE & HAGOOD CO	11/03/12	12/02/12	DISTRICT OFFICE PARKING	270 00
11-20	AP	00566957	FEDERAL EXPRESS CORP	11/09/12	11/09/12	POSTAGE / COURIER / BOX RENTAL	34 75
11-20	AP	00570631	CHARTER COMMUNICATIONS	10/11/12	11/10/12	UTILITIES	38 06
11-27	AP	00573391	FEDERAL EXPRESS CORP	11/16/12	11/16/12	POSTAGE / COURIER / BOX RENTAL	4 96
11-27	AP	00573428	FEDERAL EXPRESS CORP	11/23/12	11/23/12	POSTAGE / COURIER / BOX RENTAL	14 49
11-29	AP	00572324	CITY OF WALLA WALLA	10/11/12	11/07/12	UTILITIES	94 28
11-29	AP	00572621	AT&T MOBILITY	10/07/12	11/06/12	TELECOMSRV EQ/TOLL CHARGE	107 81
11-29	AP	00572EC3	CENTURYLINK	10/11/12	11/11/12	TELECOMSRV EQ/TOLL CHARGE	250 48
11-29	AP	00572629	CENTURYLINK	10/10/12	11/10/12	TELECOMSRV EQ/TOLL CHARGE	241 93
11-30	GL	EMS0024554		10/01/12	10/31/12	DC TELECOM EQUIP (TRANSFER)	56 00
11-30	GL	EMS0024554		10/01/12	10/31/12	DC TELECOM SERV (TRANSFER)	160 00
11-30	GL	EMS0024554		10/01/12	10/31/12	DC TELECOM TOLLS (TRANSFER)	1,369 57
11-30	GL	EMS0024554		10/01/12	10/31/12	DISTR OFF TELECOM EQ (TRANSF)	87 58
11-30	GL	EMS0024554		10/01/12	10/31/12	DISTR OFF TELECOM TOLL (TRNSF)	35 68
12-05	AP	00577098	PODIN, RYAN	11/21/12	11/21/12	POSTAGE / COURIER / BOX RENTAL	21 80
12-05	AP	00577100	STEELE, MELANIE	11/20/12	11/20/12	POSTAGE / COURIER / BOX RENTAL	36 45
12-05	AP	00578134	FEDERAL EXPRESS CORP	10/12/12	10/12/12	POSTAGE / COURIER / BOX RENTAL	4 95
12-06	AP	00577646	COLFAX GOLF CLUB	11/02/12	11/02/12	TEMPORARY SPACE RENTAL	150 00
12-16	AP	00583934	TERRY H LAWSON/KELLY C LAWSON	12/03/12	01/02/13	DISTRICT OFFICE RENT (PRIVATE)	395 00
12-16	AP	00583980	CHARLOTTE MUNNS	12/03/12	01/02/13	DISTRICT OFFICE RENT (PRIVATE)	450 00
12-16	AP	00584003	KIEMLE & HAGOOD CO	12/03/12	01/02/13	DISTRICT OFFICE RENT (PRIVATE)	3,088 00
12-16	AP	00584072	KIEMLE & HAGOOD CO	12/03/12	01/02/13	DISTRICT OFFICE PARKING	270 00
12-19	AP	00582938	FEDERAL EXPRESS CORP	12/07/12	12/07/12	POSTAGE / COURIER / BOX RENTAL	4 83
12-19	AP	00589499	GENERAL SERVICES ADMIN	10/01/12	10/31/12	TELECOMSRV EQ/TOLL CHARGE	165 47
12-19	AP	00589527	GENERAL SERVICES ADMIN	11/01/12	11/30/12	TELECOMSRV EQ/TOLL CHARGE	165 47
12-20	GL	EMS0025075		11/01/12	11/30/12	DC TELECOM EQUIP (TRANSFER)	56 00
12-20	GL	EMS0025075		11/01/12	11/30/12	DC TELECOM SERV (TRANSFER)	160 00
12-20	GL	EMS0025075		11/01/12	11/30/12	DC TELECOM TOLLS (TRANSFER)	1,560 09
12-20	GL	EMS0025075		11/01/12	11/30/12	DISTR OFF TELECOM EQ (TRANSF)	87 58
12-20	GL	EMS0025075		11/01/12	11/30/12	DISTR OFF TELECOM TOLL (TRNSF)	33 11
12-27	AP	00589468	FEDERAL EXPRESS CORP	12/14/12	12/14/12	POSTAGE / COURIER / BOX RENTAL	4 82
12-27	AP	00591010	COMCAST	11/02/12	12/01/12	UTILITIES	103 31
12-27	AP	00591014	PACIFIC POWER	10/29/12	11/30/12	UTILITIES	87 75
12-27	AP	00593262	FEDERAL EXPRESS CORP	12/21/12	12/21/12	POSTAGE / COURIER / BOX RENTAL	21 33
						RENT, COMMUNICATION, UTILITIES TOTALS	21,447 17
		PRINTING AND REPRODUCTION					
10-01	AP	00538793	DAVID L. ANDRUKITUS INC	08/28/12	08/28/12	PRINTING & REPRODUCTION	15 00

STATEMENT OF DISBURSEMENTS

DATE		VOUCHER NO	PAYEE	SERVICE DATES		DESCRIPTION	YTD AMOUNT	QUARTERLY AMOUNT
MEMBERS REPRESENTATIONAL ALLOW—Con								
2012 HON CATHY MCMORRIS RODGERS—Cor								
10-01	AP	00538801	DAVID L ANDRUS INC	09/18/12	09/18/12	PRINTING & REPRODUCTION		15 00
10-10	AP	00542435	DAVID L ANDRUS INC	09/24/12	09/24/12	PRINTING & REPRODUCTION		15 00
10-10	AP	00542438	NORTHWEST OFFICE TECHNOLOGIES	06/01/12	08/31/12	PRINTING & REPRODUCTION		50 71
10-16	AP	00546850	DAVID L ANDRUS INC	10/02/12	10/02/12	PRINTING & REPRODUCTION		15 20
10-23	AP	00554268	DAVID L ANDRUS INC	10/09/12	10/09/12	PRINTING & REPRODUCTION		15 00
10-26	AP	00556070	DAVID L ANDRUS INC	10/15/12	10/15/12	PRINTING & REPRODUCTION		15 00
11-20	AP	00570622	DAVID L ANDRUS INC	10/31/12	10/31/12	PRINTING & REPRODUCTION		17 30
11-29	AP	00572648	DAVID L ANDRUS INC	11/14/12	11/14/12	PRINTING & REPRODUCTION		18 90
11-29	GL	PIX0024551		11/01/12	11/30/12	PHOTOGRAPHIC (TRANSFER)		25 00
12-05	AP	00577094	DAVID L ANDRUS INC	11/19/12	11/19/12	PRINTING & REPRODUCTION		15 00
12-12	AP	00579417	DAVID L ANDRUS INC	11/27/12	11/27/12	PRINTING & REPRODUCTION		15 00
12-12	AP	00579421	ACCURATE WORD LLC	08/13/12	08/13/12	PRINTING & REPRODUCTION		61 90
12-12	AP	00579423	ACCURATE WORD LLC	10/22/12	10/22/12	PRINTING & REPRODUCTION		74 90
12-12	AP	00579424	ACCURATE WORD LLC	10/23/12	10/23/12	PRINTING & REPRODUCTION		108 95
12-27	AP	00591006	DAVID L ANDRUS INC	12/04/12	12/04/12	PRINTING & REPRODUCTION		15 00
							PRINTING AND REPRODUCTION TOTALS	492 86
		OTHER SERVICES						
10-10	AP	00542442	CAPITOL CONTENDER	09/01/12	09/30/12	TECHNOLOGY SERVICE CONTRACTS		500 00
10-10	AP	00542443	CAPITOL CONTENDER	10/01/12	10/31/12	TECHNOLOGY SERVICE CONTRACTS		500 00
10-16	AP	00547335	DESKTOP SOLUTIONS INC	10/01/12	10/31/12	TECHNOLOGY SERVICE CONTRACTS		2,054 50
10-16	AP	00547943	HOUSECALL	10/01/12	10/31/12	TECHNOLOGY SERVICE CONTRACTS		1,615 00
11-06	AP	00559964	CAPITOL CONTENDER	11/01/12	11/30/12	WEB DEV HST,EMAIL & PLTD SERV		500 00
11-16	AP	00565741	DESKTOP SOLUTIONS INC	11/01/12	11/30/12	TECHNOLOGY SERVICE CONTRACTS		2,054 50
11-16	AP	00566331	HOUSECALL	11/01/12	11/30/12	TECHNOLOGY SERVICE CONTRACTS		1,615 00
11-20	AP	00570618	GREATER SPOKANE INC	11/01/12	11/01/12	TRAINING		135 00
12-16	AP	00583626	DESKTOP SOLUTIONS INC	12/01/12	12/31/12	TECHNOLOGY SERVICE CONTRACTS		2,054 50
12-16	AP	00584200	HOUSECALL	12/01/12	12/31/12	TECHNOLOGY SERVICE CONTRACTS		1,615 00
12-27	AP	00591012	NORTHWEST VITAL RECORDS CENTER INC	11/30/12	11/30/12	JANITORIAL AND MAINT SERV		20 00
							OTHER SERVICES TOTALS	12,663 50
		SUPPLIES AND MATERIALS						
10-12	AP	00542658	BOISE CASCADE	09/14/12	09/14/12	FOOD & BEVERAGE		18 91
10-12	AP	00542658	BOISE CASCADE	09/14/12	09/14/12	OFFICE SUPPLIES (OUTSIDE)		136 72
10-16	AP	00542693	BOISE CASCADE	09/30/12	09/30/12	FOOD & BEVERAGE		52 80
10-16	AP	00542693	BOISE CASCADE	09/30/12	09/30/12	OFFICE SUPPLIES (OUTSIDE)		8 95
10-16	AP	00545686	FLEMING,AMANDA A	09/26/12	09/26/12	OFFICE SUPPLIES (OUTSIDE)		11 39
10-16	AP	00545690	QUENCH USA LLC	09/01/12	09/30/12	WATER		24 97
10-16	AP	00545692	DODSON,KAREN L	09/14/12	09/14/12	OFFICE SUPPLIES (OUTSIDE)		10 74
10-16	AP	00545699	STALP,SHELLA	09/26/12	09/26/12	FOOD & BEVERAGE		8 99
10-16	AP	00545704	LELAND,RICHARD M	05/10/12	05/26/12	OFFICE SUPPLIES (OUTSIDE)		37 46
10-16	AP	00545713	LELAND,RICHARD M	06/12/12	06/12/12	FOOD & BEVERAGE		21 67
10-16	AP	00545811	LELAND,RICHARD M	08/24/12	08/24/12	OFFICE SUPPLIES (OUTSIDE)		16 98
10-16	AP	00546854	SPOKANE ART SUPPLY INC	05/14/12	05/14/12	HABITATION EXPENSE		110 00
10-16	AP	00546859	THE INDEPENDENT	10/09/12	10/09/13	PUBLICATIONS/REFERENCE MAT'L		23 00

10-17	AP	00545808	LELAND, RICHARD M	07/18/12	09/17/12	FOOD & BEVERAGE		330.39
10-23	AP	00554256	GREATER SPOKANE INC	10/09/12	10/09/12	FOOD & BEVERAGE		25.00
10-23	AP	00554253	GREATER SPOKANE INC	10/09/12	10/09/12	FOOD & BEVERAGE		25.00
10-31	GL	FLG0023882		10/20/12	10/31/12	OFFICE SUPPLY (TRANSFER)		-360.50
10-31	GL	RMS0023881		10/01/12	10/31/12	OFFICE SUPPLY (TRANSFER)		714.21
11-16	AP	00563589	STALP SHEILA	10/23/12	10/23/12	OFFICE SUPPLIES (OUTSIDE)		7.63
11-16	AP	00565332	QUENCH USA LLC	10/01/12	10/31/12	WATER		24.97
11-20	AP	00570341	FLEMING AMANDA A	11/05/12	11/05/12	OFFICE SUPPLIES (OUTSIDE)		13.74
11-20	AP	00570527	JOURNAL OF BUSINESS	02/14/13	02/14/14	PUBLICATIONS/REFERENCE MAT'L		39.95
11-20	AP	00570766	QUALITY INN & SUITES	11/02/12	11/02/12	FOOD & BEVERAGE		53.16
11-30	GL	FLG0024589		11/20/12	11/30/12	OFFICE SUPPLY (TRANSFER)		-281.05
11-30	GL	RMS0024588		11/01/12	11/30/12	OFFICE SUPPLY (TRANSFER)		672.40
12-05	AP	00577096	ROGIN, RYAN	11/08/12	11/08/12	OFFICE SUPPLIES (OUTSIDE)		155.32
12-05	AP	00577641	QUENCH USA LLC	11/01/12	11/03/12	WATER		24.97
12-05	AP	00577648	GREATER SPOKANE INC	11/20/12	11/20/12	FOOD & BEVERAGE		25.00
12-05	AP	00577650	GREATER SPOKANE INC	11/26/12	11/29/12	FOOD & BEVERAGE		50.00
12-12	AP	00579418	ROGIN, RYAN	11/30/12	12/01/12	FOOD & BEVERAGE		142.90
12-12	AP	00579426	DODSON,KAREN L	10/01/12	10/01/12	OFFICE SUPPLIES (OUTSIDE)		9.16
12-12	AP	00579429	DODSON,KAREN L	11/21/12	11/21/12	OFFICE SUPPLIES (OUTSIDE)		8.26
12-18	AP	00581295	BOISE CASCADE	11/14/12	11/14/12	FOOD & BEVERAGE		75.78
12-18	AP	00581295	BOISE CASCADE	11/14/12	11/14/12	OFFICE SUPPLIES (OUTSIDE)		108.40
12-18	AP	00581810	BOISE CASCADE	10/31/12	10/31/12	FOOD & BEVERAGE		53.57
12-18	AP	00581810	BOISE CASCADE	10/31/12	10/31/12	OFFICE SUPPLIES (OUTSIDE)		57.72
12-21	AP	00581319	BOISE CASCADE	11/30/12	11/30/12	FOOD & BEVERAGE		10.21
12-21	AP	00581319	BOISE CASCADE	11/30/12	11/30/12	OFFICE SUPPLIES (OUTSIDE)		310.69
12-30	GL	FLG0025332		12/20/12	12/31/12	OFFICE SUPPLY (TRANSFER)		-150.90
12-30	GL	RMS0025330		12/01/12	12/31/12	OFFICE SUPPLY (TRANSFER)		120.05
		EQUIPMENT					SUPPLIES AND MATERIALS TOTALS	2,738.60
10-31	GL	MNT0023823		10/01/12	10/31/12	MAINTENANCE / REPAIRS		131.80
10-31	GL	RPY0023817		10/01/12	10/31/12	EQUIPMENT PURCHASES		32.16
11-30	GL	MNT0024545		11/01/12	11/30/12	MAINTENANCE / REPAIRS		131.80
11-30	GL	RPY0024547		11/01/12	11/30/12	EQUIPMENT PURCHASES		32.16
12-19	AP	00577544	CAPITOL CONTENDER	11/19/12	12/31/12	COMPUTER SOFTW PURCH LESS THAN $10,000		3,000.00
12-31	GL	MNT0025278		12/01/12	12/31/12	MAINTENANCE / REPAIRS		131.80
12-31	GL	RPY0025279		12/01/12	12/31/12	EQUIPMENT PURCHASES		32.16
							EQUIPMENT TOTALS	3,491.88
							OFFICIAL EXPENSES OF MEMBERS TOTALS	315,025.00
							OFFICE TOTALS	315,025.00

2012 HON. JERRY MCNERNEY
OFFICIAL EXPENSES OF MEMBERS

FRANKED MAIL	41,798.88	10,295.06
PERSONNEL COMPENSATION	963,768.99	305,741.03
TRAVEL	53,596.72	15,416.36
RENT, COMMUNICATION, UTILITIES	108,617.82	28,352.35
PRINTING AND REPRODUCTION	78,994.56	29,034.34
OTHER SERVICES	27,234.00	6,862.50
SUPPLIES AND MATERIALS	6,749.64	2,169.35

EXHIBIT 24

INDEPENDENT CONSULTING AGREEMENT

Parties: This independent contractor agreement (AGREEMENT) is made July 16, 2014 between CATHY MCMORRIS RODGERS FOR CONGRESS and Mildred Webber (collectively the PARTIES).

Scope of Work: CONSULTANT will provide consulting services for CATHY MCMORRIS RODGERS as follows: The Consultant will offer advice on leadership positions, campaign staffing, and budgeting whereas the Consultant desires to perform such services for the Client, subject to the terms and provisions contained herein.

Terms: This AGREEMENT will be in effect for until December 31, 2014. The PARTIES acknowledge awareness and stated preference that this is an agreement for services as an independent contractor. The PARTIES will exert all manner of good faith and take all reasonable efforts to ensure performance and prevent repudiation by other parties connected with its activities which could affect its performance under this AGREEMENT. Furthermore, as an independent contractor, CATHY MCMORRIS RODGERS FOR CONGRESS shall not be held liable for any breach or failure to perform under subsequent contracts entered into between CONSULTANT and any third party.

Fees and Expenses: In consideration of CONSULTANT's work under this AGREEMENT, CATHY MCMORRIS RODGERS FOR CONGRESS will pay CONSULTANT $5,000 per month, beginning in July. Expenses in excess of $50.00 need to be preapproved by CATHY MCMORRIS RODGERS FOR CONGRESS.

Compliance with Applicable Laws: CONSULTANT and CATHY MCMORRIS RODGERS FOR CONGRESS agree to comply with all applicable laws and any regulations and/or rules arising out of this AGREEMENT. If CONSULTANT has entered into contracts with other political committees, CONSULTANT agrees to enter into the following firewall policy and to distribute it to all other political committees: "This firewall policy is hereby established to prohibit the flow of information regarding any and all communications involving CATHY MCMORRIS RODGERS FOR CONGRESS in accordance with 11 CFR 109.21(h)."

Governing Law and Forum Selection Clause: This AGREEMENT shall be construed in accordance with and governed by the laws of the Commonwealth of Virginia. The PARTIES expressly agree that the Commonwealth of Virginia and its laws have a

reasonable relationship with one or both of the PARTIES. The superior court for Arlington County shall have sole and exclusive jurisdiction of any action arising out of this AGREEMENT notwithstanding where the breach may occur or where this AGREEMENT is signed. This provision shall be construed as a mandatory, and not a permissive, forum selection clause.

Confidentiality: In agreement with CATHY MCMORRIS RODGERS FOR CONGRESS, CONSULTANT acknowledges that s/he may become aware of information, practices, or policies that CATHY MCMORRIS RODGERS FOR CONGRESS may wish to keep confidential. CONSULTANT agrees to maintain that

confidentiality and not disclose to any outside party such information either during the period of this contract or thereafter, to extent permitted by law.

Severability and Savings Provision: CONSULTANT and CATHY MCMORRIS RODGERS FOR CONGRESS desire that this AGREEMENT be enforced to the greatest degree possible. If any part of this AGREEMENT is held to be unenforceable, void, overly burdensome or invalid, then the remaining parts shall continue to be valid and enforceable as though the invalid portions were not a part.

Survival: All of the warranties and representations contained in this AGREEMENT shall survive termination of this AGREEMENT.

Termination: This AGREEMENT may be terminated with thirty (30) days written notice by either party, without cause, notwithstanding the other provisions within this AGREEMENT.

Entire Understanding: This AGREEMENT contains the entire understanding between the parties with respect to this subject matter and supersedes all prior and contemporaneous understandings relating to this subject matter. No amendment, modification or waiver of this AGREEMENT may be accomplished without a written instrument signed by both parties.

By signing below the parties warrant their authority to enter into this AGREEMENT and are agreeing to the terms and conditions set out herein and binding ourselves contractually to each other. The parties also bind their successors and assigns with respect to all covenants of this AGREEMENT.

MILDRED WEBBER

Mildred Webber 8/22/14

By:_ Name Date

CATHY MCMORRIS RODGERS FOR CONGRESS

By:_ Name Date

V2

EXHIBIT 25

MEMBERS' CONGRESSIONAL HANDBOOK



COMMITTEE ON HOUSE ADMINISTRATION

DANIEL E. LUNGREN, CHAIRMAN

ROBERT A. BRADY, RANKING MEMBER

112TH CONGRESS

UNITED STATES HOUSE OF REPRESENTATIVES



THE COMMITTEE ON HOUSE ADMINISTRATION HAS ISSUED THE FOLLOWING REGULATIONS TO ENSURE THAT MEMBERS OF THE UNITED STATES HOUSE OF REPRESENTATIVES UTILIZE OFFICIAL RESOURCES TO SUPPORT THE CONDUCT OF THE OFFICIAL REPRESENTATIONAL DUTIES ON BEHALF OF THE DISTRICT FROM WHICH HE OR SHE IS ELECTED.

CHAIRMAN DANIEL E. LUNGREN

All citations to the House Rules refer to the Rules of the House of Representatives for the 112th Congress, as adopted on January 5, 2011.

FOR ADDITIONAL ASSISTANCE, PLEASE CONTACT THE COMMITTEE AT (202) 225-8281.

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INTRODUCTION: MEMBERS' REPRESENTATIONAL ALLOWANCE



During each session of Congress, each Member has a single Members' Representational Allowance ("MRA") available to support the conduct of official and representational duties to the district from which he or she is elected. Ordinary and necessary expenses incurred by the Member or the Member's employees within the United States, its territories, and possessions in support of the conduct of the Member's official and representational duties to the district from which he or she is elected are reimbursable in accordance with the regulations contained in this Members' Congressional Handbook.

"Ordinary and necessary" means reasonable expenditures in support of official and representational duties to the district from which he or she is elected that are consistent with all applicable federal laws, Rules of the House of Representatives and regulations of the Committee on House Administration.

The following regulations of the Committee on House Administration, collectively known as the Members' Congressional Handbook ("Handbook"), govern all expenditures from the MRA.

The Handbook regulations are guidelines that assist Members in determining whether expenses are reimbursable. Therefore, the Handbook contains broad descriptions of reimbursable expenses, but is not an exhaustive list of such expenses.

Questions about reimbursement of an expense should be directed to the Committee on House Administration at x58281 prior to incurring the expense.

For all questions relating to equipment and equipment-related issues, refer to the Guide to Outfitting and Maintaining an Office available from the Committee on House Administration.

Administrative, financial and non-legislative support services (e.g., equipment purchases, technology standards and services, office supplies, room reservation and set-up) are acquired through the Office of the House Chief Administrative Officer ("CAO"). For further information about the CAO's services, please refer to HouseNet, the House intranet (https: housenet.house.gov) or the CAO's services office, First Call, at x58000.

The Handbook is a collection of regulations issued by a vote of the Members of the Committee. In drafting these regulations, the Committee consults with other committees of the House, House leadership, Member office staff, and the Officers of the House.

General

When an expense is incurred, the Member must determine the primary purpose for the expenditure. Is the primary purpose for the expenditure official and representational? Or is it primarily related to personal, campaign-related political party, campaign or committee activities? Only expenses the primary purpose of which are official and representational and which are incurred in accordance with the Handbook are reimbursable.

1. The MRA may only be used for official and representational expenses.
2. A Member may expend personal funds in support of official and representational duties.
3. The MRA may not be used to pay for any expenses related to activities or events that are primarily

social in nature.

4. The MRA may not pay for personal expenses.
5. The MRA may not pay for campaign expenses.
6. The MRA may not pay for campaign-related political party expenses.
7. The MRA may not pay for committee expenses.
8. Committee resources may not pay for a Member's official and representational expenses.
9. Except where authorized by the Committee on Ethics, campaign funds may not pay for a Member's official and representational expenses.
10. A Member may not maintain, or have maintained for his use, an unofficial office account for the purpose of defraying or reimbursing ordinary and necessary expenses incurred in support of a Member's official and representational duties.
11. A Member may not accept from any private source in-kind support having monetary value for an official activity.
12. Only appropriated funds, not personal or unofficial funds, may be used to pay for mail sent under the frank.
13. Each Member is personally responsible for the payments of any official and representational expenses incurred that exceed the provided MRA or that are incurred but are not reimbursable under these regulations.
14. Unless specifically authorized by an applicable provision of federal law, House Rules, or Committee Regulations, no Member, relative of the Member, or anyone with whom the Member has a professional or legal relationship may directly benefit from the expenditure of the MRA.
15. The MRA is available for services provided and expenses incurred from January 3 of one year through January 2 of the following year. All expenses incurred will be charged to the allowance available on the date the services were provided or the expenses were incurred. Upon the death, resignation, or expulsion of a Member, the Member's allowance will be made available only for services provided and expenses incurred at the direction of the Member up through the last day of the Member's term in office. Otherwise such funds will be subject to the direction of the Clerk of the House.
16. Requests to obligate prior year funds after January 2 of the succeeding year will be considered by the Committee when a Member provides documentation demonstrating a bona fide intent to obligate the prior year's funds during the applicable year.
17. The MRA is not transferable between years.
18. Members may not use official resources to misrepresent their current official positions or titles within the House.
19. Pursuant to 18 U.S.C. § 1913, the MRA may not be used for certain activities in the absence of authorization by Congress. Contact the Committee on House Administration at x58281 for more information.

Budgeting and Disclosure

The Committee recommends that each Member establish an annual budget for the MRA. To assist in this process, the Office of Finance sends each Member monthly statements showing year-to-date expenditures and obligated amounts. The quarterly expenditures reflected in these statements are compiled and published as the Quarterly Statement of Disbursements, which is a public document.

Disbursements

Disbursements from the MRA are made on a reimbursement or direct payment basis and require specific documentation and Member certification as to accuracy and compliance with applicable federal laws, House Rules, and Committee regulations.

Reimbursements and payments from the MRA may be made only to the Member, the Member's employees, or a vendor providing services to support the operation of the Member's offices.

Incidental Use

Incidental personal use of equipment and supplies owned or leased by, or the cost of which is reimbursed by the House of Representatives is permitted only when such use is negligible in nature, frequency, time consumed, and expense.

For example, limited use of government resources to

access the Internet, to send or receive personal email, or to make personal phone calls is permissible, so long as the use meets the above criteria, and otherwise conforms with the Regulations of the Committee on House Administration and the Code of Official Conduct (House Rule XXIII).

Each Member office may adopt a more restrictive incidental use policy.

Overspending

Each Member is personally responsible for the payment of any official and representational expenses incurred that exceed the authorized MRA. If a Member incurs an obligation to the U.S. House of Representatives and the amount of the obligation incurred exceeds the MRA, the Member shall pay the obligation from personal funds. If the Member fails to pay the obligation voluntarily, the CAO will deduct the amount owed from any pay, mileage, or expense money due to the Member in the case of a sitting Member or through an administrative offset or legal action in the case of a former Member. The Office of Finance will notify a Member if that Member is projected to overspend the MRA.

Contact the Office of Finance at x57474 or the Committee on House Administration at x58281 for assistance with accounting and budgeting.

STAFF



General

Each Member is the employing authority; the Member determines the terms and conditions of employment and service for their staff. These terms and conditions must be consistent with applicable federal laws and House Rules.

1. Personnel actions affecting employment positions in the House of Representatives must be free from discrimination based on race, color, national origin, religion, sex (including marital or parental status), service in the military, disability, or age.
2. A Member may not retain an employee on the Member's payroll who does not perform official duties commensurate with the compensation received for the offices of the employing authority. (House Rule XXIII, clause 8(a)).
3. "Employee" means an individual appointed to a position of employment in the House of Representatives by an authorized employing authority including individuals receiving pay disbursed by the CAO and individuals in a Leave Without Pay or furlough status.
4. "Staff" means all individuals including employees, fellows, unpaid interns, and volunteers who serve in the office of a Member.
5. Annual rates of pay may not exceed the amount specified in the Speaker's Pay Order.
6. Total compensation in any month including any lump sum and regular pay, student loan program payments, (including cash reimbursement for accrued annual leave) may not exceed 1/12th of the maximum rate of pay specified in the Speaker's Pay Order.
7. Retroactive pay adjustments are not authorized.
8. Government contributions to retirement, life insurance, Thrift Savings Plan, transit benefits, Student Loan Repayment Program and health benefits programs are not charged to the MRA.
9. Each month, Member Offices receive a Payroll Certification Form from the Office of Payroll and Benefits that lists the annual pay and gross

pay earned for each employee. If an employee is a relative of a current Member of Congress, the nature of the relationship to the Member must be noted on the Payroll Certification Form. The Member must certify the information and return the form to the Office of Payroll and Benefits no later than the 15th day of the month. Contact the Office of Payroll and Benefits at x51435 for payroll forms.

Employee Ceiling

Under 2 U.S.C. § 92, each Member of the House of Representatives may employ 18 permanent employees and 4 additional employees. The 4 additional employees must be appointed to one of the following categories:

1. Paid interns
2. Part-time employees
3. Shared employees
4. Temporary employees
5. Employees on leave without pay

Categories of Staff

Employees

The term "employee" means an individual appointed to a position of employment in the House of Representatives by an authorized employing authority including individuals receiving pay disbursed by the CAO and individuals in a Leave Without Pay or furlough status.

Interns

Interns, paid or unpaid, must perform services for the Member on a temporary basis as part of an educational plan. Examples of an educational plan include, but are not limited to, participation in the Intern Lecture Series, attendance at committee hearings, attendance at CRS internship training programs, etc. Each Member is responsible for determining the activities of the Member's interns consistent with these requirements.

Paid interns may work for no more than 120 calendar days in a 12-month period, per employing authority, and are not employees for purposes of compliance with the minimum wage and overtime provisions of the Fair Labor Standards Act. The gross annual rate of intern pay is established by the Committee on House Administration. For the current applicable rate, contact the Committee on House Administration at x58281.

Any Member interested in employing a foreign national as an intern should contact the Office of General Counsel at x59700.

The use of unpaid interns is subject to regulations established by the Committee on Ethics. Contact the Committee on Ethics at x57103.

Interns are ineligible for the following benefits:

1. Federal Employees' Retirement System
2. Federal life insurance
3. Federal health insurance
4. Thrift Savings Plan
5. Student Loan Repayment Program

Part-time Employees

The term "part-time employee" means an individual who is employed by the Member and whose normally assigned work schedule is not more than the equivalent of 15 full work days per month. A typical month has 22 work days so a part-time employee would be an individual who typically works 15 or fewer full 8-hour days per month, or the equivalent amount in hours (e.g., all 22 work days, but only 5 hours per day).

Temporary Employees

The term "temporary employee" means an individual who is employed for a specific purpose or task and who is employed for not more than 90 days in a 12-month period, except that the term of such employment may be extended with the written approval of the Committee on House Administration.

Temporary employees are ineligible for the following benefits:

1. Federal Employees' Retirement System
2. Federal life insurance
3. Federal health insurance
4. Thrift Savings Plan

Shared Employees

The term "shared employee" means an employee who is paid by more than one employing authority of the House of Representatives.

1. Two or more employing authorities of the House may employ an individual.
2. Subject to telecommuting policies, such shared employees must work out of the office of an employing authority, but are not required to work in the office of each employing authority. The pay from each employing authority shall reflect the duties actually performed for each employing authority. The name, title, and pay of such an individual will appear on each employing authority's Payroll Certification. Such employees may not receive pay totaling more than the highest rate of basic pay in the Speaker's Pay Order applicable to the positions they occupy.
3. Employees may not be shared between a Member or Committee office and the office of an Officer of the House if the employee, in the course of duties for an Officer, has access to the financial information, payroll information, equipment account information, or information systems of either Member, Committee, or Leadership offices.
4. Each House employee who, during any pay period, is simultaneously employed by three or more House employing authorities is required to inform each employing authority in writing of the employee's employment status and any change in employment status with other employing authorities.
5. Each House employee who, during any pay period, is simultaneously employed by three or more House employing authorities is required to file with the Office of Finance a signed Acknowledgment of Receipt and Understanding of Shared Employee Manual and Certification of Continued Compliance upon becoming simultaneously employed by three or more employing authorities. (see attached Acknowledgement and Certification).
6. Pursuant to 5 U.S.C app. § 101 et seq., each House employee who is simultaneously employed by three or more House employing authorities for more than 60 days during a calendar year must file a Financial Disclosure Statement by May 15 of each year.
7. Any House employee engaged in any outside employment or business activity may not directly, or indirectly through such outside employment or business activity, sell, lease, or otherwise provide any goods or assets to any House office or entity.

Consultants

Pursuant to 2 U.S.C. § 72a, only committees are authorized to procure the temporary services of consultants.

Member offices are not authorized to procure consultant services.

Contractors

Members may contract with firms or individuals only for general, non-legislative and non-financial, office services (e.g., equipment maintenance, systems integration, data entry, staff training, photography, custodial services, web services) for a specified time period not to exceed the Member's current term. Such contracts are reimbursable. Such contractors are not employees of the House and are ineligible for government-provided personnel benefits.

Contractors do not count against the Member's employee ceiling.

Members are advised to consult the Committee on House Administration before entering into such contracts.

Civilian Annuitants

If a Member employs a federal civil service annuitant, the amount of the annual annuity, when added to the annual rate of pay at which the employee is to be paid by the Member, may not exceed the highest rate of basic pay as authorized by the Speaker's Pay Order.

The combined total of the civil service annuity and the amount of the salary will be charged to the MRA.

Waivers

Member offices will not be granted waivers of applicable annuity reductions or pay reductions.

Detailees

The term "detailee" means a non-Congressional federal employee assigned to a committee for a period of up to one year.

Pursuant to 2 U.S.C. § 72a(f), detailees may not be assigned to a Member office.

Fellows

The term "fellow" means an individual performing services in a House office on a temporary basis as part of an established mid-career education program while continuing to receive the usual compensation from his or her sponsoring employer.

Fellows may be assigned to a Member office.

Fellows do not count against the Member's employee ceiling.

Fellows may not be reimbursed from House appropriated funds. Outside of using existing office resources, if a fellow incurs an expense as a result of work performed for the Member, the fellow may either be reimbursed by the fellow's sponsoring entity or a Member may use personal funds as authorized under House Rules.

The use of fellows is subject to regulations established by the Committee on Ethics. Contact the Committee on Ethics at x57103.

Temporary Agencies

Ordinary and necessary expenses related to services provided by an individual employed by a temporary agency are reimbursable if the following conditions are met:

1. Payment for such services is commensurate with the official duties performed by the individual;
2. Such individual remains an employee of the agency and is not eligible for pay, benefits, rights, or privileges available to House employees; and
3. The total of such individuals and employees may not exceed 22 individuals.

Volunteers

The term "volunteer" means an individual performing services in a House office without compensation from any source.

The voluntary service should be of significant educational benefit to the participant and such voluntary assistance should not supplant the normal and regular duties of paid employees.

Volunteers should be required to agree, in advance and in writing, to serve without compensation.

Volunteers do not count against the Member's employee ceiling.

The use of volunteers is subject to regulations established by the Committee on Ethics. Contact the Committee on Ethics at x57103.

Telecommuting

Telecommuting is entirely at the discretion of the employing office. An employing office is under no obligation to offer a telecommuting option to employees.

Offices may obtain a copy of the Telecommuting policy on the Committee on House Administration website.

Employment Law

Congressional Accountability Act

Pursuant to the Congressional Accountability Act, the following civil rights, labor, and workplace safety laws are applicable to House employing offices:

1. The Fair Labor Standards Act of 1938;

2. Title VII of the Civil Rights Act of 1964;
3. The Americans with Disabilities Act of 1990;
4. The Age Discrimination in Employment Act of 1967;
5. The Family and Medical Leave Act of 1993;
6. The Employee Polygraph Protection Act of 1988;
7. The Worker Adjustment and Retraining Notification Act;
8. The Rehabilitation Act of 1973;
9. The Uniformed Services Employment and Reemployment Rights Act of 1994;
10. Chapter 71 of Title V of the U.S. Code, the Federal Service Labor-Management Relations Statute;
11. The public service and accommodations provisions of the Americans with Disabilities Act;
12. The Occupational Safety and Health Act of 1970; and
13. The Genetic Information Nondiscrimination Act of 2008.

The Office of Compliance has published A Guide to the Congressional Accountability Act of 1995, which is available from the Office of Compliance's website, or at Room LA-200, John Adams Building, Library of Congress, Washington, DC 20540-1999, (202) 724-9250. The Office of Compliance also provides materials that employing offices can use to notify employees of their rights and protections under the CAA.

A Model Employee Handbook providing sample office policies to assist in developing an organization that complies with applicable laws and House Rules is available on HouseNet.

The Office of House Employment Counsel is available to provide advice and guidance on employment matters generally, and on establishing office policies consistent with these laws. The Office of the House Employment Counsel can be reached at x57075.

Nepotism

A public official may not appoint, employ, promote, advance or advocate for appointment, employment, promotion, or advancement in or to a position in the office in which that public official is serving or over which that public official exercises jurisdiction or control any individual who is a relative of that public official. Pursuant to 5 U.S.C. § 3110, the term "public official" includes a Member, an employee, and any other individual who has authority, or to whom the authority has been delegated, to appoint, employ, promote, or advance individuals, or to recommend individuals for appointment, employment, promotion, or advancement in connection with employment in an office.

Every employee must certify a relationship to any Member of Congress on a certificate of relationship form available from Payroll and Benefits. If, at any time, the relationship of an employee to any current Member of Congress changes the employee must file an amended certificate of relationship form with the employing office. Contact Payroll and Benefits at x51435 for such forms.

Individuals with the following relationship to the Member may not be employed by the Member:

- Aunt;
- Brother;
- Brother-in-law;
- Daughter;
- Daughter-in-law;
- Father;
- Father-in-law;
- First cousin;
- Half-brother;
- Half-sister;
- Husband;
- Mother;
- Mother-in-law;
- Nephew;
- Niece;
- Sister;
- Sister-in-law;
- Son;
- Son-in-law;
- Stepbrother;
- Stepdaughter;
- Stepfather;
- Stepmother;

- Stepsister;
- Stepson;
- Uncle; and
- Wife.

However, if a House employee becomes related to the employing Member (by marriage), the employee may remain on the Member's personal or committee payroll. Similarly, if a Member becomes the employing authority of a relative who was hired by someone else (e.g., the Member ascends to the chairmanship of a Committee or subcommittee for which the relative is already working), the relative may remain on the payroll. However, the Member may not then give that individual further promotions or raises, other than cost-of-living or other across-the-board adjustments.

The statute does not prohibit a Member from employing two individuals who are related to each other but not to the Member. Contact the Committee on Ethics at x57103 for further information.

Non-Disclosure Oath

House Rule XXIII, clause 13, requires Members and employees to execute an oath of non-disclosure before having access to classified information.

Post-Employment Restrictions

Members and employees paid at a rate equal to or greater than 75 percent of the basic rate of pay of a Member for at least 60 days in the one-year period preceding termination are subject to post-employment restrictions. For the current applicable rate and information regarding the applicable restrictions, contact the Committee on Ethics at x57103.

Working from Home due to a Disability

Pursuant to the Americans with Disabilities Act ("ADA"), a Member may reasonably accommodate a qualified employee with a disability by allowing the employee to work from home. As a condition of such a request, the Member may require certification from a physician of the need for such accommodation. For questions concerning compliance with the ADA, contact the Office of House Employment Counsel at x57075.

Pay

Appointment

The official appointment of each employee requires the Member's signature on the payroll authorization form. Required payroll forms must be received by the Office of Payroll and Benefits no later than the last business day of the month in which the appointment is effective. Subsequent adjustments to a payroll appointment (pay adjustments, title changes, furlough status, terminations, etc.) must also be made on the appropriate forms. Such forms are due at Payroll and Benefits by the 15th day of the month in which the adjustment is effective.

Dual Compensation

The aggregate gross annual salary of an employee receiving payment from the House who is also receiving payment from the U.S. Senate, Architect of the Capitol, or any other department or agency of the U.S. Government, may not exceed the gross annual rate established by 5 U.S.C. § 5533. For the current applicable dual compensation rate, contact the Office of Payroll and Benefits at x51435.

Financial Disclosure

Members and employees receiving basic pay at a rate equal to or greater than 120 percent of the minimum pay for GS-15 for at least 60 days during any calendar year must file a Financial Disclosure Statement upon appointment, termination, and annually on May 15th.

Each Member's office that does not have an employee paid at or above the threshold must designate one employee as the "Principal Assistant" who must file a Financial Disclosure Statement.

Ordinary and necessary expenses incurred by Members and their employees, in support of the filing of reports consistent with the provisions of the Ethics in Government Act, are reimbursable.

Contact the Committee on Ethics at x57103 for guidance concerning the current applicable rate of pay

and other information regarding Financial Disclosure requirements.

Lump Sum Payments

A Member may authorize a lump sum payment to an employee for any purpose consistent with the following:

1. Payments must be consistent with House Rule XXIII, clause 8(a), which requires that employees perform official duties commensurate with the compensation received. Employees may not be compensated from public funds to perform non-official, personal, campaign-related political party, or campaign activities on behalf of the Member, the employee, or anyone else;
2. A lump sum payment may not be more than the monthly pay of the employee receiving the lump sum payment;
3. Lump sum payments may be for services performed during more than one month;
4. Members may provide lump sum payments for accrued annual leave only if such leave was accrued in accordance with written personnel policies established prior to the accrual of such leave;
5. Total compensation in any month including any lump sum payment, student loan payments, and regular pay (including cash reimbursement for accrued annual leave) may not exceed 1/12th of the maximum rate of pay specified in the Speaker's Pay Order;
6. Lump sum payments will be disclosed separately in the Quarterly Statement of Disbursements;
7. Lump sum payments are considered as part of "rate of pay" under the Speaker's Pay Order;
8. Lump sum payments are considered "supplemental wages" for taxation purposes; and
9. Lump sum payments are not considered as part of "basic pay" for purposes of calculating Thrift Savings Plan, life insurance, or federal pensions.

Contact the Committee on Ethics at x57103 for information on the treatment of lump-sum payments with regard to financial disclosure, post-employment restrictions, and outside earned income limitations.

Outside Earned Income

Members and employees receiving basic pay at a rate equal to or greater than 120 percent of the minimum basic pay for GS-15 for at least 90 days in a calendar year are subject to the outside earned income limitation established by 5 U.S.C. app. § 501(a)(1) and House Rule XXV, clause 1(a)(1).

For the current applicable rate of basic pay, the amount of the limit and application of the House Rule, contact the Committee on Ethics at x57103.

Overtime Wage Rate Compensation

Employees who are covered by the minimum wage and overtime provisions of the Fair Labor Standards Act ("non-exempt") must be compensated at a rate of time-and-a half for all hours worked in excess of 40 hours during any work week, either in pay or in time-off during the same pay period.

Overtime wage sheets must be received by no later than the 15th day of the month by the Office of Payroll and Benefits following the month in which overtime wages were earned.

Contact Payroll and Benefits at x51435 for the appropriate forms.

Contact the Office of House Employment Counsel at x57075 for assistance in establishing overtime and time-off policies.

Pay Adjustments

Members may adjust, in any month, an employee's pay to reflect exceptional, meritorious, or less than satisfactory service.

Such adjustments must be received by the Office of Payroll and Benefits on or before the 15th day of the month in which the adjustment is to be effective.

Retroactive pay adjustments are not authorized.

Payroll Schedule

Pursuant to 5 U.S.C. § 5505, the monthly payroll is

based on a 30-day pay period.

Payment is made on the last business day of the month.

Rates of Compensation

Members are responsible for adhering to the applicable minimum wage provisions of the Fair Labor Standards Act ($7.25 per hour as of July 24, 2009).

Interns are not employees for purposes of compliance with the minimum wage and overtime provisions of the Fair Labor Standards Act.

The maximum rate of pay is established for Member offices by the Speaker's Pay Order.

Terminations

Terminations must be made on a Payroll Authorization Form and submitted to the Office of Payroll and Benefits as soon as the date of termination is known. If the termination notice is received by Payroll and Benefits after the 15th day of the month during which the termination becomes effective, the payroll for that month may have already been processed.

Leave

General

The Member determines the terms and conditions of employment, including provisions for leave (e.g., Annual, Administrative, and Sick).

Contact the Office of House Employment Counsel at x57075 for model leave policies.

Family and Medical Leave

Pursuant to the Family and Medical Leave Act ("FMLA"), a person employed by a Congressional office for at least one year and for a total of at least 1,250 hours during the previous 12-month period is entitled to up to a total of 12 weeks of unpaid leave during any 12-month period for the following family and medical reasons:

1. For the birth of a child and to care for the newborn child; or
2. To adopt a child or to receive a child in foster care; or
3. To care for a spouse, son, daughter, or parent who has a serious health condition; or
4. For the employee's own serious health condition which makes the employee unable to perform the functions of his or her job.
5. FMLA also includes a special leave entitlement that permits employees to take up to 26 weeks of FMLA leave to care for a covered service member during a single 12-month period.

Employees on Family and Medical Leave remain eligible for all benefits. Please contact OHEC at x57075 with questions concerning FMLA leave.

Furlough

Furlough is an absence without pay initiated by the Member. Placement in furlough status is at the discretion of the Member, unless a statute otherwise requires placement in such status.

1. To be eligible for appointment to furlough status at the discretion of the Member, an employee must have been employed by the Member for the entire month prior to the effective date of furlough status.
2. An employee placed in a furlough status continues to fill an employee position. The name of such employees will be listed on the monthly payroll certification forms.
3. Continuation of employee benefits while in a furlough status:
   a. Health benefits enrollment and coverage may be continued for up to 12 months. However, to maintain such enrollment and coverage, an employee placed in a furlough status is responsible for the payment of the employee's portion of the insurance premium for the time period of the furlough status, either by direct payment or by incurring a debt to the House. Employees should contact the Office of Payroll and Benefits for more information.
   b. Life insurance continues for up to 12 months without employee contribution.
   c. Retirement coverage continues without

employee contribution. Up to 6 months in a calendar year is credited for service in the annuity computation, while in furlough status.

d. The placement of an employee in a furlough status must be made on the appropriate form provided by the Office of Payroll and Benefits and received on or before the 15th day of the month in which the furlough status is to be effective. Contact Payroll and Benefits at x51435 for such forms.

Contact Payroll and Benefits at x51435 for information on employee benefits while on furlough.

Jury and Witness Duty

Under 2 U.S.C. § 130b, the pay of an employee shall not be reduced during a period of absence with respect to which the employee is summoned as a juror; or as a witness on behalf of any party in connection with any judicial proceeding to which the United States or a State or local government is a party.

An employee may not receive fees for service as juror in a court of the United States or the District of Columbia; or as a witness on behalf of the United States or the District of Columbia. If an employee receives an amount (other than travel expenses) for service as a juror or witness in such a court, the employee must remit such amount to the Office of Finance for deposit in the general fund of the Treasury.

Leave Without Pay

Leave Without Pay ("LWOP") is an absence without pay. LWOP status is initiated by the employee and is subject to Member approval, unless a statute otherwise requires placement in such leave status. To be eligible, an employee must have been employed by the Member for the entire month prior to the effective date of the LWOP status.

1. As a basic condition for approval of LWOP status, there should be a reasonable assurance that the employee will return to duty at the end of the approved period. Members are encouraged to contact the Committee on Ethics at x57103 prior to approving a LWOP status request to confirm that no conflict of interest issues exist.
2. LWOP status should be requested in advance of the period of absence.
3. LWOP status may not exceed 12 months in a 24-month period.
4. When an employee has been appointed to LWOP status, he or she continues to fill a payroll position. The name of such employees will be listed on the monthly payroll certification forms.
5. Continuation of employee benefits while on LWOP status:
   a. Health benefits enrollment and coverage may be continued for up to 12 months. However, to maintain such enrollment and coverage, an employee placed in a LWOP status is responsible for the payment of the employee's portion of the insurance premium for the period of the LWOP status, either by direct payment or by incurring a debt to the House. Employees should contact the Office of Payroll and Benefits for more information on applicable regulations.
   b. Life insurance continues for up to 12 months without employee contribution.
   c. Retirement coverage continues without employee contribution. Up to 6 months in a calendar year is credited for service in the annuity computation.
6. The placement of an employee on LWOP status must be made on the payroll authorization form and received by the Office of Payroll and Benefits on or before the 15th day of the month in which the LWOP status is to be effective.

Contact Payroll and Benefits at x51435 for more information on LWOP.

Military Leave

Under 5 U.S.C. § 6323, an employee in the National Guard or Reserves is entitled to up to 15 days of paid military leave per fiscal year for active duty, as well as for other qualifying purposes (such as inactive-duty training). Employees are also entitled to non-reduction in pay. In addition, under 5 U.S.C. §5538, an employee called to active duty in the uniformed services in support of a contingency operation, as defined under 10 U.S.C. §101(a)(13)(B), is entitled to

up to five years of paid leave offset by the employee's military salary. Please contact the Office of House Employment Counsel at x57075 for additional information on the rights, benefits, and obligations of individuals absent from employment for service in a uniformed service.

OFFICE EXPENSES



Appliances

Ordinary and necessary expenses for small appliances (microwaves, coffee makers, etc.) for use in the Member's congressional offices are reimbursable. Equipment, including appliances, with a purchase price over $500 must be added to the Member's inventory by contacting CAO First Call at x58000.

An Artistic Discovery, The Congressional Art Competition

Ordinary and necessary expenses, within a category of authorized official and representational expenses, related to the Congressional Art Competition, An Artistic Discovery, are reimbursable.

A Member may not mail An Artistic Discovery entry under the frank. Shipping An Artistic Discovery entry by means other than the frank is reimbursable. Insurance expenses for the artwork are not reimbursable except for shipping insurance.

Academy Nominations

Ordinary and necessary expenses related to reimbursement of travel expenses in support of attending information sessions/briefings at any of the National Military Academies is reimbursable.

Amicus Briefs

Ordinary and necessary expenses related to amicus brief filing fees are reimbursable for the following purposes:

1. To file an amicus brief in his or her capacity as a Member of Congress; or
2. To participate in a civil action challenging the validity of any federal law or regulation; or
3. To participate in a civil action challenging the lawfulness of an action of a federal agency, or an action of a federal official taken in an official capacity, provided that the action concerns a matter of public interest, rather than a matter that is personal in nature.

All other legal fees associated with the filing of an amicus brief are not reimbursable from the MRA.

Certificates

Certificates of recognition to a person who has achieved some public distinction for distribution in connection with official and representational duties are reimbursable.

Certificates must comply with the Franking Regulations. Examples of public distinction include, but are not limited to, state, regional or national recognition of some public, community or civic duty or service. Others include acts of heroism, U.S. citizenship, high school graduations, the award of an Eagle Scout Gold Star, and military academy nominations.

Contact the Franking Commission at x60647.

Clipping Services

Ordinary and necessary expenses related to clipping services (newspapers, periodicals, magazines, etc.) are reimbursable.

Decorating Expenses

Decorations of nominal value (e.g., as frames, bookends, flags, seals, rugs, etc.) for Congressional offices are reimbursable.

Contact the Committee on House Administration at x58281 for a list of government agencies that provide wall decorations free of charge.

Deposits

Security and other deposits are not reimbursable and must be paid from the Member's personal funds. Each Member should notify vendors that any return of deposits should be made to the Member.

Drug Testing

Ordinary and necessary expenses related to drug testing, in accordance with the Member's written drug-testing policy, are reimbursable.

Offices should consult with the Office of House Employment Counsel at x57075 when establishing drug-testing policies.

Dues

Pursuant to 5 U.S.C. § 5946, dues, membership fees, assessments, and annual fees are not reimbursable.

Educational Expenses

Ordinary and necessary expenses for Members or employees to attend vendor-sponsored conferences, seminars, briefings, professional training, and informational programs related to the official and representational duties to the district from which he or she is elected are reimbursable.

1. Members or employees may not be reimbursed for expenses to attend educational programs in order to obtain a primary, secondary, graduate, postgraduate, or professional degree.
2. Expenses associated with acquiring or maintaining professional certification or licensing are not reimbursable, except for basic first-aid, CPR, or notary certifications.
3. Informational programs are events in which interaction with participants relates to official business, including but not limited to discussions about the federal role of government in various issue areas, discussions involving how the Member may assist constituencies through action from the federal government or seek relief from the government in any manner, discussions of policy matters, etc. Information programs should not be primarily social in nature, including but not limited to awards events not related to official business, galas or balls that are primarily social, or other events in which official interaction is more incidental than is the primary purpose.

Employment-Related Expenses

Ordinary and necessary expenses related to filling employment vacancies are reimbursable.

The following expenses are not reimbursable:

1. Transportation to and from employment interviews; or
2. Relocation expenses upon acceptance or termination of employment; or
3. Relocation expenses incidental to a change in duty station.

Flags

U.S. flags for purchase by individuals may be obtained by a Member from the Office Supply Service ("OSS") at x53321. Initially, the costs of the flags will be charged to the MRA. Once payment for a flag is received by the Member office, the office may submit the check to OSS. OSS will credit the MRA.

If a request is made to have a U.S. flag flown over the Capitol, an additional flag flying fee must be paid by the individual purchasing the flag.

Food and Beverage Expenses

Except where noted, Members and employees may be reimbursed for food and beverage expenses incidental to an official and representational meeting that includes one or more person(s) who are not a Member or employee of the House.

Members and employees may be reimbursed for food and beverage expenses no more than two times per year for legislative planning session meetings involving Members and staff.

Members and employees may not be reimbursed for food and beverage expenses related to social activities or social events (e.g., hospitality, receptions, entertainment, holiday or personal celebrations, and swearing-in or inauguration day celebrations).

Members and employees may not be reimbursed for the cost of alcoholic beverages.

Framing

Framing services for items to be displayed in the Member's DC or district congressional offices are reimbursable. In Washington, DC, when a Member uses the in-House framing service provided by the CAO, costs will be automatically charged to the MRA.

Furniture

Furniture (e.g., furniture, rugs, carpet, draperies, repairs, etc.) is supplied and maintained by the CAO for Washington, DC, congressional offices through First Call at x58000 without charge to the MRA. Furniture is not reimbursable for the Washington, DC, congressional offices.

Gifts and Donations

Only the following gifts and donations are reimbursable:

1. Items purchased for official presentation when on official travel for the House of Representatives outside the United States, its territories and possessions. To purchase items from the House Gift Shop, select the item(s) and notify the sales clerk that it is for official presentation in the course of overseas travel. Receipts for such items should be vouchered for payment to the Office Supply Service, and the voucher description should note that it is for official presentation in the course of overseas travel.
2. U.S. flags flown over the Capitol for official presentation as a gift, including the flag flying fee, are reimbursable. Such flags must be for the personal use of or display by the recipient. Donations of flags purchased through the MRA for fundraising activities are prohibited.
3. Ordinary and necessary expenses associated with the purchase of presentation folders or frames, which are of nominal value.
4. Informational and educational federal government publications of nominal value.
5. U.S. Capitol Historical Society publications of nominal value (including calendars).
6. Expenses related to framing the Congressional Art Competition winning artwork, when a Member determines in his or her discretion that hardship case is demonstrated.

No other gifts or donations are reimbursable.

House Gift Shop

The CAO operates a gift shop in B-217A Longworth that sells souvenirs and mementos to Members, staff, and the public. Gift Shop purchases may be made by cash, check or credit card. A Member Account Card may not be used to purchase items at the Gift Shop.

Contact First Call at x58000 for special orders from the Gift Shop.

Greetings

Expenses related to the purchase or distribution of greetings, including holiday celebrations, condolences, and congratulations for personal distinctions (wedding anniversaries, birthdays, etc.), are not reimbursable, except if authorized by the Franking Commission.

Insurance

A Member may be asked to provide a certificate of insurance for the purpose of entering into a lease for a district office or for securing space in which to conduct a town-hall meeting or other official and representational event. The House does not carry

a private insurance policy and generally does not permit Members to use the MRA to pay for a private insurance policy.

Under the provisions of the Federal Tort Claims Act, codified at 28 U.S.C. § 2671-2680, the United States acts as a self-insurer and recognizes liability for the negligent and wrongful acts or omissions of its employees acting within the scope of their official and representational duties. The United States is liable to the same extent an individual would be in like circumstances.

Although the Federal Tort Claims Act is not the equivalent of private liability insurance, it does provide an aggrieved party with administrative recourse, and if that proves unsatisfactory, legal recourse for damage or injury sustained. Thus, to the extent negligent acts of Members or congressional staff, while conducting official and representational duties, result in either property damage or bodily injury, such damage or injury should be compensable under the Act in a manner that affords protection similar to private liability insurance.

However, if the provisions of the Federal Tort Claims Act are not considered adequate, the ordinary and necessary expenses for liability insurance to cover these risks are reimbursable. When a compensable event occurs, the deductible portion of a policy may be paid from the MRA.

The expenses of fire and theft insurance are not reimbursable.

Contact the Office of the General Counsel at x59700 for guidance regarding the Federal Tort Claims Act.

Interpreting and Translating Services

Ordinary and necessary expenses related to interpreting and translating services, including accommodations ordinary and necessary expenses related to interpreting and translating services are reimbursable. For events held in House Office Buildings, contact the Office of Congressional Accessibility Services at x44048.

Late Fees

Ordinary and necessary fees related to late payments incurred beyond the control of the Member are reimbursable.

Mailing Lists

Ordinary and necessary expenses related to the procurement and production of mailing lists may be reimbursed. Lists may not contain information about individuals whose primary residence is outside the district the Member is elected to represent with the exception of government officials. The list may not contain any campaign or campaign-related political party information. The list must be procured or compiled as a result of a bona fide arms length marketplace transaction.

Members may not purchase or acquire mailing lists from their campaign offices or campaign-related political party entities. Official mailing lists may not be shared with a Member's campaign committee, any other campaign entity, or otherwise be used for campaign purposes.

39 U.S.C. § 3210 prohibits Members from sending any mass mailings outside of the district from which elected. For further guidance, please refer to the Franking Regulations.

The CAO provides a service of sorting constituent mailing lists to eliminate outdated/duplicate addresses and reduce mailing costs. Contact CAO Mailing Services for more information at x54355.

Mail Preparation

Ordinary and necessary expenses associated with the printing and preparation of Member correspondence are reimbursable. Franking expenses associated with all mailings will be deducted from the MRA.

Mass Transit Benefits

Members and staff working in Washington, DC or the Member's district are eligible for transit benefits. For information regarding this benefit, please contact Office of Payroll and Benefits at x51435.

Messenger Services

Ordinary and necessary expenses for messenger services related to the Member's official and representational duties are reimbursable.

Official Meetings

Ordinary and necessary expenses related to conducting official meetings are reimbursable. These expenses include, but are not limited to, procuring space, chairs, tables, audio/video equipment, etc.

Parades

Members may only use official funds from the MRA to pay for transportation to and from a parade, not for anything else related to the parade. If the Member uses official funds to get to the parade, then no campaign activity or materials are permissible at the parade.

Parking

Please see the Committee on House Administration website for the House Parking Policy.

Information regarding District Office parking expenses is available in the District Office section of the Handbook.

Photography Expenses

Ordinary and necessary photography expenses related to a Member's official and representational duties, including but not limited to, the Member's official photo, official photographs for distribution to constituents, and photograph presentation folders and frames of nominal value, are reimbursable.

Official photographs are those taken with the use of House resources (equipment, staff, etc.) for official use. These include photos for use on House credentials and in House directories. Additionally, photos taken with House equipment by House staff are considered official photographs. Members may use MRA funds to procure photographic equipment and use staff resources to take official photos. Additionally, Members may hire a photographer as a shared, temporary, or contract employee. Official photographs must comply with applicable rules and regulations for official use and may not be used for personal or campaign purposes.

In Washington, DC, contact the House Photography Studio at x52840 for services, charges, and availability.

Photographs provided by a constituent may implicate the gift rule. Contact the Committee on Ethics at x57103 for more information.

Publications

Ordinary and necessary expenses related to purchasing or subscribing to publications, including but not limited to research materials, reference books, informational brochures, electronic services, or periodicals are reimbursable.

All invoices for subscriptions received by the Office of Finance through the close of business January 2 will be debited from the current MRA year. Subscriptions beginning on January 1 or 2 may be debited from either allowance year, as directed by the Member.

Subscriptions to newspapers and periodicals may exceed the Member's term.

Subscriptions that exceed a Member's term in office will be assigned to the Member's successor.

Congressional Record

Costs related to providing Congressional Record subscriptions to constituents, private entities, or public entities are not reimbursable.

Offices are authorized to purchase additional copies of the Congressional Record, as necessary for office use.

Representational Programs

Ordinary and necessary expenses related to programs established by the Member to promote the public good or civic service, or to solicit input/information from constituents related to official business is reimbursable. Any program's title may only include the state and district of the Member. The program's title may not include the name of the Member. Members and staff may not solicit any items of value for the program, and may not offer any officially paid goods or services as a result of participating in the program that is not

authorized as a gift.

Staff Meetings

Members and staff may attend staff meetings (e.g., staff retreats, internal staff development, legislative planning sessions, etc.) at a Member-authorized location in the Member's State or in the Washington, DC metropolitan area for official and representational purposes, and may seek reimbursement for expenses relating to attendance at such meetings, provided that such expenses are otherwise consistent with all other Handbook regulations. Staff whose duty station is in the location of the meeting may not incur lodging expenses when staff meetings are held in that area.

The MRA may not be used for social events or activities.

Supplies

Office supplies to support the conduct of the Member's official and representational duties are reimbursable.

The Office Supply Store ("OSS") is located in Room B-217 Longworth at x53321. OSS issues each Member an Account Card for official purchases, which may only be used by the Member and/or staff. The cost of all items purchased with the Account Card is charged to the MRA.

Supplies for a Member's district office may be procured in the district through supply stores or through regional General Services Administration ("GSA") supply centers.

Storage

Ordinary and necessary expenses related to procuring storage space are reimbursable. Long term space or storage rental contracts should be submitted to the CAO Office of Administrative Counsel for review and approval, and may not exceed the Member's term.

Telecommuting

Ordinary and necessary telecommuting expenses incurred in compliance with the Committee on House Administration telecommuting policy are reimbursable.

Telecommunications

Ordinary and necessary expenses related to the official use, including periodic or flat service fees, of telecommunications lines (voice and data) in the residence of a Member or employee are reimbursable. The cost of installation of such lines is not reimbursable.

Audio and Video Expenses

Ordinary and necessary expenses related to audio and video recording and materials, including but not limited to the following, are reimbursable:

1. Production of public service announcements for distribution to the stations serving the Member's district; or
2. Filming related to the appearance of a Member or the Member's employee at an official event; or
3. Videotapes and transcripts of commercial broadcasts related to the Member or the Member's district for in-office use; or
4. Videotapes that are produced by the Member or videotapes that are provided to a Member and authorized by the providing entity to be reproduced for official distribution; or
5. Video teleconferencing services incurred in support of the Member's official and representational duties.

Except where authorized, the costs related to purchasing television broadcast time are not reimbursable. Members are subject to copyright laws when utilizing outside materials.

In Washington, DC, the House Recording Studio is available for audio and video services. Contact the House Recording Studio at x53941 for information on services, charges, and availability.

There are certain election-related restrictions on mass communications. Audio and video content must relate to official and representational duties to the district and must comply with Franking standards if sent out as an unsolicited Mass Communication.

Printing and Production

Printed materials produced by the Member are reimbursable when they are in compliance with the Franking Regulations. Reimbursable printing and production expenses include, but are not limited to:

1. Newsletters, postal patron mailings, mass mailings, notices of town hall meetings or notices of personal appearance of the Member at an official event
2. Administrative papers (casework tracking forms, personnel record forms, etc.)
3. Legislative papers (bills, drafts, summaries, amendments, etc.)
4. Business cards for Members and their employees
5. Stuffing, sealing, and associated expenses relating to printing and sending official mail
6. Stationery

Printed materials only require a Franking Advisory when they are distributed as an unsolicited mass communication. Items not distributed as a mass communication are not required to meet Franking content standards, but the content must be official.

Stationery

Pursuant to 44 U.S.C. § 734, ordinary and necessary expenses associated with the printing and production of official stationery are reimbursable. Official stationery may be procured from the Government Printing Office.

Contact the Congressional Printing Management Division at 202-512-0224 and the Office of Publication Services at x65200 for stationery requests.

Additional stationery requests (writing paper, bond, etc.) are reimbursable.

Appearance

Official stationery must contain the following information:

1. Member's name;
2. Member's district and state; and
3. Congress of the United States, House of Representatives, or comparable language.

Official stationery may include professional license(s).

Official stationery may not contain the following information:

1. Seals other than the Great Seal, Congressional Seal, or State Seal
2. Member's political party identification
3. Slogans
4. Private entity information or endorsement
5. Campaign contact information (e.g., address, phone number, email address)
6. Greetings
7. Picture or likeness of the Member
8. Family crest

Use

Official stationery may be used only for a letter or other document the content of which must be official in nature. When sent out under the frank, content must comply with the Franking Regulations. Contact the Franking Commission at x60647 for information on content of official correspondence.

Contact the Committee on Ethics at x57103 for information on the use of official stationery.

Business Cards

Ordinary and necessary expenses for business cards for Members and employees are reimbursable. The content of business cards must comply with the Franking Regulations. Business cards must contain the name of the employing authority and accurately describe the position to which the employee has been appointed.

Business cards may be obtained through Office Supply Service at x53321.

Postal Expenses

Postal expenses incurred only when the frank is insufficient, such as certified, registered, insured,

express, foreign mail, and stamped, self-addressed envelopes related to the recovery of official items, are reimbursable. Postage may not to be used in lieu of the frank. All mailings initiated by a Member must be in compliance with the Franking Regulations.

Members must return unused postage stamps to CAO First Call (x58000) at the end of a Member's service in the House.

Postage expenses up to $100 per month are reimbursable to return items not authorized as gifts under House Rules for purposes of returning the item(s) to the donor.

Equipment

Ordinary and necessary expenses for equipment for use in the Member's congressional offices are reimbursable subject to Committee regulations. For all questions relating to equipment and equipment-related issues, refer to the Guide To Outfitting and Maintaining an Office of the U.S. House of Representatives, available at (http://cha.house.gov). For further information relating to any of the CAO's services, please refer to HouseNet or call First Call at x58000.

District Office

Booths

Ordinary and necessary expenses associated with renting or outfitting a booth to provide public information directly related to the Member's official and representational duties are reimbursable. While the booth may be located outside the district, it must serve your district's constituency.

Cable

Costs of cable television subscriptions in support of official and representational duties in the district office(s) are reimbursable.

Custodial Services

Ordinary and necessary expenses for custodial services for district office(s) are reimbursable.

Furniture

If available, GSA will provide furniture to district offices at no cost to the Member's MRA.

Otherwise, these expenses are reimbursable for congressional district offices. Furniture requests for district congressional offices can be processed through First Call at x58000 and charged to the MRA. Please contact First Call prior to the purchase of any furniture for district offices.

Leases

Rental expenses related to district offices, except for security deposits, are reimbursable. There is no limit on the number and size of district offices a Member may establish. No lease may extend beyond the Member's elected term. Members must notify the Office of Finance at x57474 in writing when a lease is terminated.

District offices may be located in:

1. Federal buildings;
2. Commercial buildings; and
3. State, county, or municipal buildings.

District office space must be located within a Member's district unless there is no suitable office space in a federal building in the Member's district. In that event, a district office may be located in a federal building serving the Member's district.

Members may not accept free office space from private entities. Private office space must be leased at a fair market value as the result of a bona fide, arms-length, marketplace transaction. The Committee on Ethics has ruled that Members may accept free office space, located in their district, when such space is provided by a federal, state, or local government agency.

All leases must include a House lease attachment. Leases and lease attachments must be submitted to the CAO Office of Administrative Counsel at x56969 for review and processing. The Committee recommends that Members submit such leases for review prior

to being signed by the Member and lessor, because the Member is personally liable for payments under any lease not in compliance with House Rules and Committee regulations.

The House will authorize disbursement of funds under the terms of the lease agreement only if the lease agreement complies with House Rules and Committee regulations. The House will not authorize disbursement of funds to make payments under the terms of the lease agreement until the CAO Office of Administrative Counsel has reviewed the lease agreement and has signed the attachment. Similarly, the CAO Office of Administrative Counsel must review any proposed substantive amendment and sign the attachment for the amendment before the House will authorize any payment pursuant to such an amendment. Any amendment to a lease agreement must be in writing.

Contact the CAO Office of Administrative Counsel at x56969 for lease standards.

Mobile District Offices

Mobile district offices must remain in the Member's district unless they are being stored, receiving maintenance and repair, or traveling between points in the district. If signs are used to identify the mobile district office, they must be removed if they contain the Member's name when the vehicle is in transport.

Parking

Parking should be negotiated as part of the district office lease. However, if parking is unavailable or insufficient through the district office lease, Members may pay for parking expenses at the district office or may negotiate a separate parking space lease and submit it to the CAO Office of Administrative Counsel for review and processing.

Contact the CAO Office of Administrative Counsel at x56969 for lease standards.

Repairs

Ordinary and necessary expenses for minor office repairs that are the responsibility of the tenant, or cosmetic changes that are requested by the tenant and are not covered in the lease are reimbursable. The expenses of capital improvements to district offices are not reimbursable.

Contact the CAO Office of Administrative Counsel at x56969 to determine if a repair qualifies as a minor office repair or cosmetic change.

Security

Ordinary and necessary expenses associated with security measures necessitated by official duties are reimbursable.

Members may, without prior House Sergeant at Arms ("HSAA") approval, use their MRAs to purchase security upgrades for their district offices from certain HSAA approved vendors, if the total cost of the system does not exceed $10,000 per office. Security system purchases greater than $10,000, not including monthly monitoring fees, require HSAA review and approval. Offices wishing to obtain security assessments and upgrades from vendors other than those speciffically exempted may do so; however, they must first obtain approval from the HSAA, regardless of cost. This review is necessary for the HSAA to ensure the qualifications and capabilities of various vendors not previously evaluated.

Finally, the costs of security upgrades considered capital improvements (e.g., constructing a new doorway, installing bulletproof glass, etc.), must be borne by the landlord and can later be incorporated into the monthly rent of the district office lease. For questions on capital improvements or modifying district office leases, please contact the CAO Office of the Administrative Counsel at x56969.

Sharing Offices

A Member may share office space with Members of the United States Senate from the Member's state or with state and local officials, but all expenses (including rent, utilities, etc.) and space must be kept and billed separately. Members may not share district office space with other Members of the House of Representatives.

Contact CAO Office of Administrative Counsel at

x56969 to submit such leases for review, and the Office of Finance at x57474 to establish billing arrangements.

Signs

Ordinary and necessary expenses related to purchasing sign(s) to identify the location of a district office are reimbursable. Such signs may not include a picture or likeness of the Member and must identify that the premises is a district congressional office. If a sign includes more than a Member's name and district, the content must comply with the Franking Regulations.

Storage

Storage should be negotiated as part of the district office lease. However, if storage space is unavailable or insufficient within the district office space, Members may negotiate a separate storage space lease and submit it to the CAO Office of Administrative Counsel for review and processing.

GSA will provide temporary storage for up to 90 days for district offices at no cost to the Member's MRA.

Contact the CAO Office of Administrative Counsel at x56969 for lease standards.

Utilities

Utilities are reimbursable. They may be integral to the lease and included in the monthly rent, or may be vouchered separately, or processed through automatic payment.

Contact the Office of Finance at x57474 for information regarding automatic payment of utilities.

COMMUNICATIONS



Town Hall Meetings

A town hall meeting is an official meeting a Member holds within the Member's district with their constituents to facilitate the exchange of information regarding the Member's official and representational duties.

Ordinary and necessary expenses related to town hall meetings are reimbursable.

Ordinary and necessary expenses include, but are not limited to, the following:

1. Advertisements
2. Rental of rooms, chairs, audio systems
3. Audio/Video Expenses
4. Interpreting Services
5. ADA Accommodations
6. Reporting and transcription services
7. Electronic Transmission (not television)
8. Custodial Services
9. Signs/banners/leaflets/flyers that comply with the Franking Regulations
10. Security (Members are strongly urged to coordinate any security needs with the House Sergeant at Arms)
11. Plants or other relevant decorative items of nominal value

Members may invite any Member of Congress to participate in their official town hall meeting. Travel expenses for a guest Member or Senator are reimbursable from the MRA of the host Member. No other travelers are reimbursable.

Town hall meeting notices should include a contact person to arrange for accommodations for persons with disabilities.

Members and employees may not accept, from any private source, in-kind support having monetary value for a town hall meeting. Contact the Committee on Ethics at x57103.

Joint Town Hall Meetings

Members may be reimbursed for ordinary and necessary expenses associated with holding joint town hall meetings with Members of the House of Representatives representing adjacent districts or United States Senators representing the same state, as specified below.

1. Joint town hall meetings must be held in one of the hosting House Members' districts, or if held jointly with the home state Senator, then the meeting must take place within the House Member's district.
2. Expenses (excluding mail) may be divided to reflect an accurate representation of each Member's expenses, and may be directly vouchered through the Office of Finance with supporting documentation (invitation, agenda, etc.) for the meeting.
3. 39 U.S.C. § 3210 prohibits Members from sending any mass mailings outside of the district from which elected. Therefore, Franked mail expenses that relate to advertising joint town hall meetings must be separately accounted for and charged to the MRA of the Member into whose district the Franked mail was delivered.

Virtual Town Hall Meetings

Ordinary and necessary expenses related to conducting a virtual town hall meeting, including but not limited to, radio broadcast time, internet resources (Skype, Oovoo, streaming, etc.), or telephone town hall meetings, for constituents in the district from which the Member is elected are reimbursable. Costs related to television broadcast time are not reimbursable.

Press Conferences

Ordinary and necessary expenses related to conducting an official press conference are reimbursable.

Advertisements

Ordinary and necessary expenses related only to the following types of advertisements are reimbursable:

1. Notice of personal appearance of the Member at an official event, which the Member sponsors and hosts in support of the conduct of the Member's official and representational duties to the district from which he or she is elected.
2. Notice relating to the nominating process to the U.S. Military Academies.
3. Notice relating to the Congressional Art Competition, "An Artistic Discovery."
4. Notice of employee and internship openings.
5. Notice of the address, location, and contact information (including web presence), and email for the Member's congressional offices.
6. Notice of town hall meetings (physical and virtual).
7. Notice of constituent services available through the Member's congressional office(s) including, but not limited to:
   - Assistance in contacting and working with federal, state, or local agencies (casework);
   - Information regarding visiting the U.S. Capitol & available congressional tours;
   - How to request a presidential greeting or congressional acknowledgement (e.g., citizenship, public distinction, community service);
   - How to participate in a survey related to the Member's official and representational duties;
   - How to request a U.S. flag flown over the U.S. Capitol; and/or
   - How to subscribe to the Member's e-communications program(s).

Advertisements will be subject to review by the Franking Commission for an Advisory Opinion. In the cases of online advertisements, some embedded links and landing pages are subject to review. The FCC disclaimer is not required for online advertisements and relevant photos are permissible.

Advertisements are subject to Franking blackout dates except in cases of the Congressional Art Competition, Military Academy nominations, employment listings, and information in the event of a disaster.

Contact the Franking Commission at x60647.

There are restrictions on mass communications within 90 days of an election.

Internet

Only advertisements within the authorized categories on web pages that serve the Member's district are reimbursable.

Radio

Ordinary and necessary expenses only for a radio advertisement within the authorized categories are reimbursable.

The radio station broadcasting the advertisement or meeting must serve the Member's district.

Television

Ordinary and necessary expenses only for a television advertisement within the authorized categories are reimbursable.

A television advertisement may only contain text and voiceover and relevant graphics. The television station broadcasting the advertisement must serve the Member's district.

Disclosure

Members must disclose, within a television and radio advertisement, the source of payment for the official advertisements. Members may use any of the following:

1. "Paid for with official funds from the office of [Member's name]."
2. "Paid for by the funds authorized by the House of Representatives for the [district number] District of [name of state]."
3. "Paid for by official funds authorized by the House of Representatives."

Inside Mail

1. Inside Mail is a delivery service for the transmittal of interoffice communications provided by House Postal Operations, pursuant to the regulations established by the Committee on House Administration. Inside mail service is available among offices in the Capitol, the House and Senate Office Buildings, the Library of Congress, the White House, the State Department, and the Social Security Administration.
2. Inside mail is provided to support the conduct of the official business of Members, committees, Officers of the House, and Congressional Staff Organizations.
3. Inside mail service may not be used to circulate letters which are personal or campaign-related, or which constitute commercial advertising except when postage is paid for with personal expenses.
4. All mail to be delivered via inside mail should be clearly marked Inside Mail and should be deposited in an Inside Mailbox.
5. Authorized items for circulation of inside mail include:
    1. A Dear Colleague or similar correspondence relating to the official and representational business of the Member. This correspondence must be on official letterhead and signed by the Member.
    2. A position paper, report, legislative analysis, or any material published or produced by another individual or organization that a Member wishes to circulate. This correspondence must be accompanied by a signed cover letter on official letterhead. A copy of the cover letter must be attached to each item to be distributed.
    3. Franked mail.
    4. Stamped mail.
    5. Mail for which a delivery fee has been paid.
    6. Mail in a reusable blue U.S. House of Representatives Inside Mail envelope.
    7. Mail produced by Congressional Staff Organizations registered with the Committee

on House Administration.

Dear Colleague letters and similar correspondence must be transmitted to House Postal Operations, in the appropriate quantity, with a cover letter signed by the Member, indicating to whom the mailing should be distributed. For information regarding these procedures, contact House Postal Operations at x63764.

Electronic Communications

Ordinary and necessary expenses related to electronic communications (Internet, fax machines, etc.) are reimbursable. All official electronic communication content, which is sent out as an unsolicited mass communication, must comply with the Franking Regulations.

All unsolicited mass communications must be reported on the Quarterly Mass Communications Report.

Subscribed Emails

A subscribed email is an email sent to individuals who have subscribed to the Member's email list. Members must notify individuals who subscribe to email updates that the individual is authorizing the Member to send regular email updates from the Member's office to the individual's email account. All email updates to subscribers must contain an option that enables the individual to unsubscribe from the email list. Members may send subscribed email updates without obtaining an advisory opinion, but the contents must still adhere to Franking regulations.

Non-subscribed Emails

If each email address used in a mass communication was not obtained with an individual subscribing for subscribed email updates, then the Member must receive a Franking Advisory prior to the distribution of the mass communication.

Newspaper Inserts

Ordinary and necessary expenses related to the production and distribution of newspaper inserts are reimbursable. The content must be in compliance with the Franking Regulations.

There are certain election-related restrictions on mass communications.

Unsolicited Mass Communication Restrictions

Unsolicited mass communication is defined consistent with Franking Regulations as any unsolicited communication of substantially identical content to 500 or more persons in a session of Congress.

Except where noted, unsolicited mass communications, regardless of the means of transmittal, must receive an Advisory opinion from the Franking Commission, prior to dissemination. Advisory Opinions may be obtained from the Franking Commission at x60647.

Expenditures from the MRA for unsolicited mass communications, regardless of the means of transmittal, are prohibited if such communication occurs fewer than 90 days immediately before the date of any primary or general election (whether regular, special, or runoff) in which the Member's name will appear on an official ballot for election or reelection to public office.

Examples of unsolicited mass communications are:

1. Radio, TV, internet, or newspaper advertisements of town hall meetings or of a personal appearance of the Member and/or the Member's employees at an official event
2. Mass mailings
3. Newspaper inserts
4. Mass automated phone calls
5. Mass Facsimiles
6. Posters, flyers, leaflets, handouts, etc., that are distributed as mass communications
7. Radio programs aired on broadcast time purchased with official funds
8. Video or audio communication for which official funds are expended for production and distribution

9. Mass email communications distributed to a non-subscribed emailing list

This restriction does not apply to the following:

1. Direct responses to communications (solicited communications)
2. Communications to Members of Congress and other government officials
3. News releases, press releases, or media releases (written or recorded communications from Members, directed at the news media), in any format. Note that expenses for production and transmittal are reimbursable; expenses for satellite downlink and broadcast are not reimbursable.
4. Websites (including a Member's official website) and other electronic bulletin boards on which information is posted for voluntary public access
5. Advertisements for employee position and internship openings, U.S. Military Academy Days, and An Artistic Discovery
6. Member's participation in a media hosted interview or program
7. Previously recorded programs and public service announcements aired at the discretion of a media outlet, when no expenses are incurred by the Member
8. Purchases of research materials, including videotapes, audiotapes, and other electronic media
9. Video teleconferencing services
10. Mass email communications distributed to a subscribed emailing list

Websites

Internet sites paid for with official funds (Websites) are a series of centrally maintained Web pages, accessible to the public via the Internet and stored on a specific host. The home page is the first accessible page for that site.

1. Ordinary and necessary expenses associated with the creation and continued operation of Websites, in support of the Member's official and representational duties, are reimbursable.
2. Except as noted in item 6, below, Members' Web sites must be located in the HOUSE.GOV host-domain and must be hosted in conformance with the regulations issued by the Committee on House Administration.
3. Members' Websites may be maintained by either House Information Resources (HIR), the Member's congressional office, or a private vendor authorized to provide Web services to the House in compliance with the regulations issued by the Committee on House Administration.
4. Members' Websites may link to Committee Websites, but Committee Websites may not be located on Websites paid for by the MRA.
5. Members may include information within their Website about CMO issues and activities. All CMO references within a Website must relate to the Member's official and representational duties.
6. In addition to their official HOUSE.GOV website, a Member may establish profiles, pages, channels or any similar presence on third-party sites that allow individuals or organizations to offer information about themselves to the public (Social Media Accounts). Member-controlled content on Social Media Accounts is subject to the same requirements as content on Member websites.
7. Websites should be compliant with the accessibility standards set out in § 508 of the Rehabilitation Act of 1973 and the World Wide Web Consortium's Web Content Accessibility Guidelines.
8. Websites may link to non-government sites, so long as the link content relates to the Member's official and representational duties to the district from which he or she is elected, and the content would not otherwise violate any other House rules, regulations, or federal laws. Internet resources may not contain content that misrepresents a Member's current role in Congress.
9. For Member internet social media accounts, Members should ensure their social media URLs and account names reflect their position. Departing Members may not maintain their official social media pages/sites after they leave the House; however, they may retain their personal accounts provided the name (and other identifying information) of such accounts clearly do not convey the impression that the former Member is still a Member of the House, or that the account is an official account of the House.

Content

The content of a Member's Website:

1. The official content of any material posted by the Member on any website must be in compliance with Federal law and House Rules and Regulations applicable to official communications and germane to the conduct of the Member's official and representational duties. Accessing a web site (whether by using a link or by other means) is to be treated as a "solicited communication" from a Member's office.
2. May not include personal (outside of incidental references), political party (except for political party affiliations), or campaign information.
3. May not include grassroots lobbying or solicit support for a Member's position.
4. May not generate, circulate, solicit, or encourage signing petitions.
5. May not include any advertisement for any private individual, firm, or corporation, or imply in any manner that the government endorses or favors any specific commercial product, commodity, or service.

Name (URL)

The URL name for an official Website located in the HOUSE.GOV domain must be recognizably derivative or representative of the name of the Member or the name of the office sponsoring the Website and comply with the regulations issued by the Committee on House Administration.

The URL name for an official Website located in the HOUSE.GOV domain may not:

1. Be a slogan.
2. Imply in any manner that the House endorses or favors any specific commercial product, commodity, or service.
3. Be deceptive and must accurately represent the Member's name or district represented.

A Member may use personal funds to purchase a personalized URL as a locating address, so long as it points back and resolves to the official website address.

Information Security

The Committee on House Administration issues and maintains policy and standards to guide Members and staff for the protection of House information and equipment.

The purpose of these policies and standards is to protect the Members and the House from the inappropriate release of privileged or protected information. Categories of information designed to be protected include: legislative information, legally protected information such as personally identifiable information and medical information protected under HIPPA. Information related to the advance travel plans and locations of Members and staff should be protected to help ensure the safety of Members and staff.

National Security Information is protected by law and procedures established by the Sergeant at Arms' Office of House Security.

Members and staff are expected to comply with applicable laws, House Rules, and House Security Policy in their daily practice of using the Internet, House computers, and mobile equipment. The House Information Security Office at x66448 offers practical guidance to assist Members in this effort.

TRAVEL

General

Travel by Members, Members' employees, and vendors in support of the official and representational duties of that Member to the district from which he or she is elected is official travel. At times, authorized travelers may need to travel to remote parts of the district or airline schedule may not meet the traveler's need. Members and staff may use an alternate or other convenient airport, so long as Washington, D.C., or the district is the primary destination.

Ordinary and necessary expenses associated with official travel are reimbursable.

Official travel includes local travel and travel away from home overnight to conduct official and representational duties, when returning to the duty station or residence is impractical.

Living expenses and commuting expenses are not reimbursable, except in extraordinary circumstances (e.g., extreme weather conditions, staff working beyond availability of mass transit or rideshare arrangements, etc.) when a Member receives written authorization from the Committee. "Living expenses" include meals, housing, and other personal expenses incurred at the Member's or employee's residence or duty station. "Commuting expenses" are transportation expenses incurred by the Member or employee while commuting between their residence and duty station.

Official travel, paid for with the MRA, may not be for personal, campaign-related political party, campaign, or committee purposes.

Official travel cannot originate from or terminate at a campaign event. Official travel may not be combined with or related to travel or travel-related expenses paid for with campaign funds.



Official travel may not exceed 60 consecutive days.

Members have two duty stations: their Congressional District and Washington, DC. Staff duty stations are determined by their primary residence.

Vendor Official Travel

Official travel also includes travel by a vendor when traveling to provide service or training to Member offices.

A vendor is an employee of a private company that provides maintenance and support for equipment and software (computer and non-computer) under a valid House contract or working on a time and material basis.

All travel costs must be negotiated and agreed upon in writing by both parties prior to vendor travel. Offices are encouraged to utilize the federal government per diem rates established by the General Services Administration for vendor travel costs as a benchmark. For a listing of the per diem rates by state and locality, see http://www.gsa.gov/portal/category/21287.

Unexpected Official Travel

Official travel includes travel to an official point from a location visited on personal travel by Members and staff, if the travel to the official point is necessitated by an unexpected official duty (e.g., previously unscheduled House vote, natural disaster, or civil disorder). In such cases, return travel to the point of personal destination is considered official and reimbursable and is eligible for government rate.

Combined Travel

Combined travel is travel by a Member or their employees for the primary purpose of supporting the official and representational duties of the Member, but includes an intervening destination or an additional time period that is included for personal purposes.

Combined travel requires that:

1. The primary purpose of the travel must be official and representational. The personal segment of the combined travel may not be purchased at a government rate or be purchased with a Government Travel Card.
2. The traveler seeks reimbursement for either the government rate of the direct route and means to the destination required for official and representational business, or the actual traveled fare, whichever is less.
3. The travel back from the personal destination to Washington, DC, or the district may be reimbursed at the government rate or the normal district to Washington, DC, government rate, whichever is less, so long as the return travel originates from a point within the United States, its territories or possessions
4. The traveler must attach a brief memo to the voucher submitted for combined travel reimbursement, stating that the official travel and personal travel was combined for personal convenience.

In the event of a segment of private travel, there is an absolute prohibition on reimbursement from official funds for the private travel segment.

Official Travel Expenses

Official travel expenses including transportation, lodging, meals (excluding alcohol), fees (e.g., parking, tolls, ticket change fees, etc.), and other ordinary and necessary incidental expenses while on official travel status are reimbursable.

Shared Official Travel Expenses

Official travel expenses may be shared by more than one Member or committee office. The division of expenses must accurately reflect each traveler's expenses, and offices may only pay for the expenses of their respective Member, staff, and authorized vendors.

Chartered Aircraft

Ordinary and necessary expenses related to chartering an aircraft for official travel are reimbursable when:

1. Passengers are restricted to Members, their employees, and their immediate family members (spouse, child, parent), the names of whom must be stated on the voucher.
2. If an immediate family member uses a chartered aircraft with the Member, the Member may seek reimbursement for the full cost of the chartered aircraft and the family member must submit a check to the Office of Finance payable to the U.S. Treasury equivalent to the cost of a comparable commercial first class fare. A letter explaining the reason for its submission must accompany the check.
3. Other non-congressional individuals may travel on the Member chartered aircraft when the following criteria are met:
   a. The chartered aircraft vendor has the ability to charge based on individual seating in the same manner as a commercial aircraft vendor; and
   b. The other passengers are federal, state and local officials, and are joining the Members and staff in support of congressional issues related to the district.

Corporate or Private Aircraft

Reimbursement for corporate or private aircraft is subject to House Rules. Please contact the Committee on Ethics for information regarding the permissible use of corporate or private aircraft at x57103. The Committee on Ethics may grant approval in writing for the use of corporate or private aircraft. If the Committee on Ethics approves the use of corporate or private aircraft, a Member and/or their employees who travel via corporate, business, or privately-owned aircraft in support of the conduct of official and representational duties must reimburse the entity providing the flight, for the fair market value of the flight. To determine the fair market value of such a flight, apply the following:

1. When the travel is via a previously or regularly scheduled flight by the corporation, business, or individual, the entity must be reimbursed based on the cost of a commercial first class flight to the nearest location served by a commercial passenger airline. If only coach rates are provided at the nearest location, the Member must reimburse the cost of a commercial coach rate.
2. When the flight is scheduled specifically for Member use, payment will be made based on the cost of an equivalent commercial chartered flight to that location.

Prior to scheduling travel provided by any corporation, business, or individual, a Member or employee must verify that the person has authority under its FAA certification to accept payment for travel as set forth above.

Government Rate Eligibility

Government rates are available to Members and employees to support the conduct of official travel.

To be eligible for Government rates when purchasing tickets for official travel, Members and employees may present:

1. The Government Travel Card; or
2. An Official Travel Authorization (OTA) coupon available from the Office of Finance. (Some airlines only allow the government rate for tickets purchased with the government travel card.)

Contact the General Services Administration (GSA) to obtain a listing of schedules and fares of the federal contract air, rail, bus carriers, car rental companies, and hotels/motels. Government rates are not available for privately-sponsored officially connected travel.

Officially Leased Vehicles

Ordinary and necessary expenses related to the lease of a vehicle in support of the conduct of official and representational duties are reimbursable.

Non-governmental use of such a vehicle may be made only when such use is:

1. During the course of and generally along the route of a day's official itinerary.
2. Incidental to the day's official and representational business.
3. De minimis in nature, frequency, and time consumed.
4. Does not otherwise constitute a significant activity or event.
5. Not for any campaign/campaign-related political party purpose.

Short-Term

Ordinary and necessary expenses related to short-term vehicle rentals are reimbursable. Rentals may not exceed 60 consecutive days if the rental is used by only one person.

The government discount rates offered by some rental car companies include:

1. Unlimited free mileage.
2. Collision damage waiver (CDW) at no additional cost.

Cars rented at the government rate should include the CDW. Not all rental car franchises offer the government rate with CDW included. To ensure CDW coverage, offices can make their rental car reservations through the Combined Airlines Ticket Office (CATO). CATO is located at B-222 Longworth Building.

If an office does not use CATO, then the Committee recommends the following:

1. At time of the reservation, indicate that the rental is for official government use at the government rate with CDW included.
2. At the time of rental, use the Government Travel Card (or present official travel authorizations (OTA) to the rental company) and confirm that the car is being rented at a government rate with CDW included. The employee must verify that collision damage waiver is included, as simply receiving the government rate does not automatically ensure inclusion of this insurance.

Offices may obtain an Official Travel Authorization coupon from the Office of Finance.

If the government rate is unavailable, the cost of CDW is reimbursable.

Personal accident insurance (PAI), personal effects coverage (PEC), and equivalent insurance policies are not reimbursable.

If an employee on official and representational business is involved in an accident with a rental car, notify the Office of General Counsel at x59700.

Long-Term

Ordinary and necessary expenses related to a long-term rental or lease of a vehicle by a Member in the Member's District are reimbursable.

1. A Member has two leasing options:
   A. Member may lease a vehicle for a period that does not exceed the Member's congressional term.
   B. The Member may lease a vehicle for a period that exceeds the current Congressional term, but must submit a signed letter that acknowledges personal responsibility to fulfill any outstanding obligation stemming from such a lease in the event the Member's service to the House ends prior to the lease agreement. Such letters should be attached to the negotiated lease and submitted to the CAO Office of Administrative Counsel (217 Ford Building).
2. The Committee recommends that Members submit leases to the CAO Office of Administrative Counsel for review prior to being signed by the Member and lessor, since the Member is personally liable for payments under any lease not in compliance with House Rules and Committee regulations.
3. Termination notices should be forwarded to the CAO Office of Administrative Counsel.
4. Leases may not include a purchase option.
5. Lessor-required insurance may be reimbursed. Security deposits are not reimbursable.
6. The Committee recommends that long-term vehicle leases begin on the first day of the month.
7. Monthly payments for a long-term vehicle lease may be made in advance.

The House will authorize disbursement of funds under the terms of the lease agreement only if the lease agreement complies with House Rules and Committee regulations. The House will not authorize disbursement of funds to make payments under the terms of the lease agreement until the CAO Office of Administrative Counsel has reviewed the lease and has signed the lease attachment.

In the event of an accident with an officially leased vehicle, Members or staff may contact the Office of the General Counsel (202-225-9700) for guidance related to the Federal Tort Claims Act.

Expenses

Expenses related to leased vehicles (both short-term and long-term) including but not limited to the following are reimbursable:

1. The actual monthly cost of the lease (not applicable to short-term);
2. The cost of insurance incurred pursuant to the terms of the lease (not applicable to short-term);
3. Excess mileage charges incurred pursuant to the terms of the lease;
4. Incidental operating expenses (gasoline, oil, general maintenance, etc.);
5. Wear and tear (not applicable to short-term);
6. Registration fees (not applicable to short-term); and
7. Property tax during the term of the lease (not applicable to short-term).

Security deposits, termination fees, traffic violations, parking tickets, depreciation loss based on premature return, and similar fees, penalties or charges may not be reimbursed.

Global Positioning Systems

Costs for Global Positioning Systems (GPS)/ Navigational Systems in support of official and representational duties are reimbursable.

Satellite Radio Service

Costs of satellite radio service in support of official and representational are reimbursable.

Privately-Owned Vehicles

The costs of transportation by Member or employee via a privately owned or privately leased vehicle while on official and representational business is reimbursable on a rate per mile basis. The maximum rates per mile are:

- Automobile: $0.555
- Motorcycle: $0.525
- Airplane: $1.31

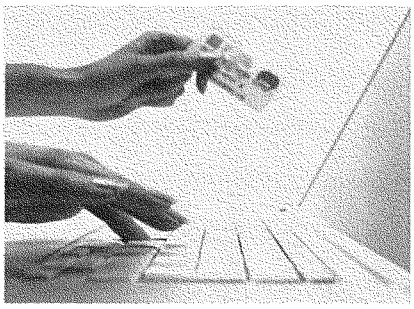
For the current applicable rates, contact the Committee on House Administration at x58281. Each Member office may set lower reimbursement rates.

Only mileage for use of an aircraft that is privately owned by either a Member or the Member's employee is reimbursable. Gasoline purchased for privately owned vehicles is not reimbursable; reimbursement is provided through mileage rate reimbursement.

Travel Promotional Awards

Free travel, mileage, discounts, upgrades, coupons, etc., awarded at the sole discretion of a company as a promotional award may be used at the discretion of the Member or the Member's employee. The Committee encourages the official use of these travel promotional awards wherever practicable.

VOUCHERS AND PAYMENTS



Advance Payments

There are instances in which advance payments may be required and may be paid from the MRA. All advance payments must meet all of the following three criteria:

1. The vendor provides these billing options to other customers (documentation required).
2. The amount to be paid must be fixed at the time of purchase (e.g., variable cost contracts or services are ineligible).
3. All transactions for advance payments for the next legislative year must be submitted for payment before the beginning of that legislative year.

Unless specifically authorized by the Committee, only the following advance payments are reimbursable and only to the extent they last the current term of Congress (except where noted):

1. Public information booth rental
2. Educational expenses
3. Authorized insurance premiums
4. Subscriptions for print and electronic publications
5. Telecommunications devices or services (including Blackberry services)
6. Post-office box rentals
7. Original Equipment Manufacturers' warranties
8. Long-term automobile leases up to the end of a Member's term, when a savings to the House may be achieved as a result of the advance payment (including GPS, and satellite radio services)
9. Web and information technology services

(including software license and maintenance fees) Advance payments are not allowable for custom services to be performed such as but not limited to designing or building websites.

10. District office security services
11. Correspondence management systems (one month in advance)
12. Cable television services, including digital video recording services
13. Bottled water/coffee services
14. District office recycling and trash fees, janitorial services
15. District office rent one month in advance

Any Member who is sworn into Congress midterm is the assignee of all advance payments of his or her predecessor.

Authorized Methods of Payment

Official travel-related expenses may be paid with cash, check, personal credit card, etc., or the Government Travel Card for Members and employees and reimbursed through the Office of Finance.

Reimbursement and Direct Payment

Disbursements from the MRA are paid on a reimbursment basis or by direct payment (to vendors) and require:

1. The Member's signature, certifying that the expense was incurred in support of the Member's official and representational duties to the district from which he or she is elected.
2. Supporting documentation (receipt, lease, bill etc.).

Government Travel Card

The Government Travel Card is available for Member and employee use for official travel and travel-related expenses. Travel expenses incurred on this card are directly reimbursable to Citibank with a copy of the credit card statement, an accompanying voucher, and applicable receipts.

Members and employees are reminded that the Government Travel Card is for official travel purposes only. Use of this card for any personal or non-official purchases is prohibited. The Government Travel Card may be used by the cardholder only. The cardholder may use the card to purchase travel-related services (e.g., airline tickets, hotel expenses, etc.) for other authorized travelers.

The Office of Finance will monitor the monthly delinquency report received from the vendor and alert offices of delinquencies. The Office of Finance will not intervene with the vendor in the event of a delinquency.

Seeking Reimbursement: Vouchers

For information related to submitting vouchers for reimbursement, please refer to the Voucher Documentation Standards available on HouseNet.

Expired Appropriations

The Salaries and Expenses appropriation for the House of Representatives, which includes MRA funds, is withdrawn two years after the year for which the funds were originally appropriated. This occurs on September 30 of the year.

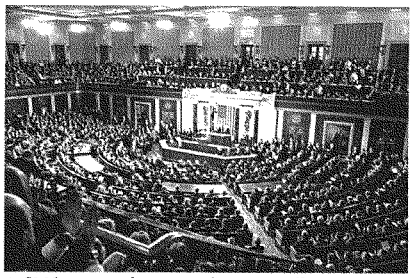
In the unlikely event an office requests reimbursement for an official and representational expense incurred during a year for which the appropriation has been withdrawn, the Office of Finance will determine if an amount sufficient to pay the expense would have been available if the appropriation had not been withdrawn. If no funds would have been available, then the expense is the personal liability of the Member.

If the expense would have been payable had it been timely submitted, notwithstanding the expired appropriation, then the expense may be paid from a currently available allowance, if available.

Tax Exempt Letters

To avoid paying unnecessary taxes, please contact the Office of the General Counsel at x59700 for tax exempt letters applicable to each state.

CONGRESSIONAL ORGANIZATIONS



Congressional Member Organizations

General

Members of Congress may form a Congressional Member Organization ("CMO") in order to pursue common legislative objectives.

Registration

Each Congress, CMOs must register with the Committee on House Administration. Registration should be done by letter request to the Chairman of the Committee.

CMOs must provide the following information:

1. Name
2. Statement of Purpose
3. Officers of the CMO
4. Employee designated to work on issues related to the CMO

To register a CMO electronically, please visit the Committee on House Administration Website

Membership

Members of both the House and Senate may participate in CMO, but at least one of the Officers of the CMO must be a Member of the House. The participation of Senators in a CMO does not impact the scope of authorized CMO activities in any regard.

Funding and Resources

CMOs have no separate corporate or legal identity. A CMO is not an employing authority. The MRA may not directly support a CMO as an independent entity. A CMO may not be assigned separate office space. Neither CMOs nor individual Members may accept goods, funds, or services from private organizations or individuals to support the CMO. Members may use personal funds to support the CMO.

A Member of a CMO, in support of the objectives of that CMO, may utilize employees (including shared employees) and official resources under the control of the Member to assist the CMO in carrying out its legislative objectives, but no employees may be appointed in the name of a CMO. Business cards for individuals who work on CMO issues must list the employing authority before the name of the CMO.

CMOs may have independent web pages when no official resources are used, outside of staff time, to create and support the site.

Members may request a URL for a CMO, provided that the request complies with the CMO domain name regulations issued by the Committee on House Administration. Web pages using such a URL need not have the same design or layout as the Web site of the sponsoring Member.

Communications

CMOs may not use the Frank, nor may a Member lend his or her Frank to a CMO.

A Member may use official resources for communications related to the purpose of a CMO. Any such communications must comply with the Franking Regulations.

Members may devote a section of their official website

to CMO issues.

A Member may use inside mail to communicate information related to a CMO.

Members may prepare material related to CMO issues for dissemination.

Official funds may not be used to print or pay for stationery for the CMO.

Members may refer to their membership in a CMO on their official stationery.

Congressional Staff Organizations

General

A Congressional Staff Organization ("CSO") is an organization, a majority of whose members are House employees, that exists for the purpose of facilitating interaction among congressional staff.

Each Congress, CSOs must register with the Committee on House Administration.

At least one officer of a CSO must be an employee of the House, and all officers must be employees of the House or Senate.

A CSO should contact the Committee on Ethics at x57103 before accepting anything of monetary value from a private source.

Official Resources

Other than as specified in this section, House staff that participates in a CSO may make only incidental use of official resources for activities related to a CSO. A CSO is not an employing authority of the House and may not be assigned separate office space.

Each Congress, in order to use official resources of the House (e.g., inside mail, House Intranet, etc.), a CSO must register with the Committee on House Administration. A sponsoring Member must submit a letter, on official letterhead, to the Committee with the following information:

1. Name of the staff organization;
2. Statement of purpose of the staff organization;
3. Officers of the staff organization, including contact information;
4. Specify which of the following resources the CSO requests use of:
   a. Inside mail
   b. House Intranet site
   c. House Postbox; and
5. Individuals designated to maintain web and mail services on behalf of the CSO (if applicable)

After the CSO is registered, the sponsoring Member may submit, at any time, a letter requesting access to Inside Mail, a House postbox, or a presence on the House Intranet for CSO related activities.

MODIFICATIONS

Additional Changes

The Chairman of the Committee is authorized to make technical and conforming modifications to the Members Handbook, and to make other modifications with the concurrence of the Ranking Minority Member of the Committee and notification to all members of the Committee. In the event changes are made pursuant to this clause, the Chairman shall notify all congressional offices by suitable means.

COMMITTEE ON HOUSE
ADMINISTRATION
1309 LONGWORTH HOB
X58281
CHA.HOUSE.GOV

Revised 6/15/2012

EXHIBIT 26

CONFIDENTIAL

U.S. HOUSE OF REPRESENTATIVES

EMPLOYEE HANDBOOK

FOR THE OFFICE OF

CATHY MCMORRIS RODGERS.

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

ACKNOWLEDGMENT OF RECEIPT OF

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EMPLOYEE HANDBOOK FOR THE
OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS

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

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

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

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

_____ _____

(Date) (Signature of Employee)

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

PURPOSE OF THE HANDBOOK

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

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

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

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

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

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Appendices

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

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I. POLICIES AND PROCEDURES

Management Rights

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

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

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

Statement of Equal Employment Opportunity Policy

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

Personnel Records

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

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

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

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

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

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

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

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

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

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

Nepotism

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

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

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

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

Payroll

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

Attendance Policy

1. Basic Policy

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

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

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

II. Job Abandonment

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

III. Office Hours

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

IV. Lunch Period

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

V. Snow Days and Other Contingencies

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

Time and Attendance Records

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

Employee Classification

Employees are classified into one of the following two categories:

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

2. Employees who are non-exempt from the overtime requirements of the Fair Labor Standards Act as incorporated by the Congressional Accountability Act: Those who are required to be compensated for all hours worked in excess of 40 hours per week.

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

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

Overtime for Non-Exempt Employees

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

Comp Time for Non-Exempt Hourly Employees

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

Discretionary Additional Time Off for Exempt Salary Employees

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

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

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

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

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

Conflicts of Interest/Ethics in Government Act

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

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

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

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

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

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

Outside Employment

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

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

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

Campaign Work and Political Activities

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

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

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

Domestic/Foreign Gifts and Travel

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

Reimbursement for Official Expenses

Non-Travel Related Expenses

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

Travel-Related Expenses

No prior approval is required for requests for mileage reimbursement.

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

Procedure

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

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

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

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

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

The Frank

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

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

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

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

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

Mass Mailings

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

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

The Office Drug and Alcohol Abuse Policy

I. Basic Policy

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

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

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

II. Non-Discrimination Policy

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

III. Voluntary Treatment and Counseling

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

IV. Fitness for Duty

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

V. Discipline for Violation of This Policy

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

Smoking Policy

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

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

Personal Use Policy

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

Recycling Policy

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

Use of Official Stationery

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

Safety and Security Policy

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

DC Office:

[redacted]

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

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

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

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

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

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

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

Spokane Office:

[redacted]

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

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

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

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

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

Additional information is contained in the Office Security Procedures Manual.

Walla Walla and Colville Offices:

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

Office Property

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

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

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

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

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

Emergencies

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

DC Office:

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

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

District Offices:

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

Computer Policy

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

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

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

Employees of the Office may not make unauthorized copies of any software licensed to the House or to the Office and remove it from the Office. Employees are also prohibited from using unlicensed software anywhere on the Office's computer system.

No software can be loaded onto any computer or the system without direct authorization from our designated contact person at Lockheed Martin at 202-378-[redacted] to ensure that only legal copies of software are running on the system and to protect the computer system from viruses.

Employees who access House computer systems remotely are responsible for maintaining the security and integrity of such systems. Passwords and other means of access must be safeguarded, and each employee is responsible for notifying the Staff Assistant for your District of any breach, or potential breach, of security or integrity of such systems.

Employees are prohibited from moving computers, printers, or other computer equipment of the Office without first contacting and obtaining the approval of our designated contact person at Lockheed Martin at 202-378-[redacted]

Employees are responsible for compliance with all regulations of the Committee on House Administration.

Electronic Mail Policy

Electronic Mail ("e-mail") is provided as a communications tool to all employees of the Office and should be used with the same rules of professional behavior that apply to the telephone. E-Mail may not be used to commit an unlawful act, to harass or annoy another employee, for personal communication, or to advertise or promote outside business or other non-office related activities.

Employees should not read the e-mail of others. Occasionally, an employee may be assigned to review the e-mail messages of another employee for legitimate purposes. However, an employee must have prior approval from the Office Manager prior to reviewing the e-mail files of another employee.

It is possible that other employees or third-parties may inadvertently view your e-mail messages. Because there is no guarantee of absolute privacy with e-mail, it is imperative that all employees use good judgment when using the e-mail system.

Management expressly reserves the right to review the e-mail files of any employee, with or without notice, for any reason within its discretion, including but not limited to investigating wrongdoing or security breaches, monitoring compliance, or obtaining work product.

Internet Use Policy

Internet access is a privilege and not a right of employment. Incidental personal use of Office resources to access the Internet is permissible only to the extent that such use is negligible in nature, frequency, time consumed, and otherwise conforms with the regulations of the Committee on House Administration and the Code of Official Conduct (House Rule XXIII). Employees should harbor no expectation of privacy with the use of their computers, including the Internet websites they access, browse or download.

The following guidelines are intended to provide some direction in the use of the Internet. This list is not exhaustive and employees should request guidance from the Office Manager if there is any doubt as to whether a particular use of the Internet violates the policy of the Office.

- Employees are strictly prohibited from using Office equipment for any form of communication or use of the Internet that would discriminate against or harass individuals based on such individuals' race, color, religion, sex, age, military status, disability, or national origin.
- Use of the Internet shall be in a manner that represents the Office and/or the House of Representatives creditably;
- Use shall not be for personal profit or gain;
- Use shall not be in a manner to, intentionally or otherwise, cause damage, disruption, or malfunction of Office or House systems or networks;

- Use shall not be to intentionally access or attempt to access information on Office or House systems in an unauthorized manner;
- Use shall not be inconsistent with the mission of the Office; and
- Use shall be in a manner consistent with all applicable laws, rules and regulations.

Employees should always err on the side of caution when accessing websites that are not related to their official job duties. Employees who violate this policy may be disciplined, up to and including termination.

Media Relations, Questionnaires, and Written Inquiries

Only the Congresswoman and the Communications Director are authorized to communicate with members of the press, and to answer questionnaires and other written inquiries from third parties, without direct, prior permission from the Congresswoman, or the Communications Director. Staff members receiving requests or contacts from the media, or other non-governmental personnel regarding any issue related to their employment should report them to the Communications Director immediately.

Open Door Policy

The Office recognizes that open communication between employees and management is an essential element of a productive work environment. To that end the Office has adopted an Open Door Policy, which means that any employee can discuss any work-related issue with any supervisor or management personnel at any time. The Open Door Policy has been established to enable employees to seek resolution of job-related issues. It is intended to create a process whereby employees can raise any job-related questions or concerns they have with the assurance that these issues will be addressed promptly and effectively by a person with authority to effectuate resolution.

Employees are encouraged to discuss job-related concerns or questions with their immediate supervisor. If an employee fails to get satisfaction from his/her immediate supervisor, or the supervisor is involved in the issue or concern, the employee may discuss the issue with a higher-level supervisor, including the Chief of Staff and the Congresswoman.

It is the responsibility of all management personnel to respond to Open Door Requests in a timely and objective manner. Retaliation is prohibited against any employee because he/she uses the Open Door Policy, and against any participant in any investigation prompted by any such complaint or inquiry.

Confidentiality

During your employment with the Office, you will be exposed to certain information of a sensitive or confidential nature. It is critical that confidentiality be maintained by all employees who work for the Office, that no disclosure of confidential information be made to anyone except as required in the performance of work, and that no use be made of confidential information for personal gain or advantage, or for the harm of others either during or after your employment with the Office.

Examples of sensitive or confidential information may include information designated as classified or secret by the government, matters involving the personal or professional lives of Office employees or the Congresswoman, internal legislative or political strategy, personal information regarding constituents, and internal operations of the Office, among others.

Employees of the Office have access to confidential and sensitive information and, as a result, have a fiduciary duty to the Office and the U.S. House of Representatives. A "fiduciary duty" means a duty of utmost good faith, fair dealing, and loyalty to the Congresswoman, the Office, and the U.S. House of Representatives. The duty also requires the employees of the Office to hold in confidence all confidential and sensitive information of any kind in accordance with the Code of Ethics in Government Service found in the House Ethics Manual. Under that Code, employees are precluded from using information coming to them confidentially in the performance of their governmental duties as a means for making private profit. Accordingly, it is the Office policy that all staff shall not publish any article, book, transcript, or other written piece or grant an interview or act as an advisor on any such publication without the prior, written approval of the Chief of Staff.

Strict observance of this policy by all employees is of great importance to the effective operation of the Office. Violations of this policy may result in discipline, up to and including immediate termination.

If you discover a violation of this policy, you have the responsibility to notify the Chief of Staff immediately. Failure to so report may result in discipline, up to and including immediate termination.

Non-Fraternization Policy

All employees have the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. As such, the Office expects that all relationships in the workplace will be business-like and free of harassment. The Office also recognizes that some staff members may feel intimidated or uncomfortable if asked out on a date by a co-worker. In this context, a "co-worker" includes any member of the Office staff, whether part-time, full-time, shared, volunteer, intern, fellow, supervisor, management, or otherwise employed by the Office. In order to minimize the likelihood of the occurrence of this type of situation, or any other potentially uncomfortable situation, it is management's belief that it is in the best interest of the Office to strongly discourage fraternization between co-workers. In this context, "fraternization" means dating or engaging in sexual activity with co-workers. Any employee who acts in a manner inconsistent with this policy or with the Anti-Harassment Policy may be subject to discipline, up to and including termination of employment with the Office.

Anti-harassment and Anti-discrimination Policy

I. Basic Policy

As an equal opportunity employer, the Office of Congresswoman Cathy McMorris Rodgers is firmly committed to providing a work environment free from discrimination, harassment or intimidation on the basis of race, sex, age, religion, disability, color, national origin, military status, or any other basis prohibited by law. This commitment applies to all hiring, discharge, promotion, pay benefits, reassignments and other personnel actions affecting the terms, conditions, and privileges of employment. This commitment extends to making reasonable accommodations that enable qualified disabled individuals to perform the essential functions of their jobs.

All employees will be treated, and are to treat each other, fairly and with respect.

Employees will not be subjected to, and will not subject each other to discrimination or harassment of any kind.

The Office will not tolerate any of the following actions:

- making any employment decision or taking any employment action that is based on race, sex, age, religion, disability, color, national origin, military

status or any other basis prohibited by the Congressional Accountability Act;

- acting in a way that may create a hostile, offensive, intimidating or demeaning environment on the basis of an employee's race, sex, age, religion, disability, color, national origin, military status, or any other basis prohibited by the Congressional Accountability Act.

II. Definition of Sexual Harassment

There are two basic forms of sexual harassment.

Prohibited "quid pro quo" sexual harassment may occur when a supervisor or manager makes unwelcome sexual advances, requests sexual favors, or engages in other verbal or physical conduct of a sexual nature, if the implication is that submission to such conduct is expected as part of the job. It would also be unlawful for a supervisor or manager to make employment decisions affecting the individual on the basis of whether the individual submits to or rejects sexual conduct.

Prohibited "hostile work environment" sexual harassment may occur when unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. This may include, for example, displaying sexually suggestive material in the workplace, unwelcome flirtation or advances, requests for sexual favors, or any other offensive words or actions of a sexual nature.

III. Other Prohibited Forms of Harassment

In addition to the sexual harassment discussed above, harassment on the basis of race, color, disability, sex, religion, age; military status or national origin can constitute unlawful employment discrimination. Insults, jokes, slurs, or other verbal or physical conduct or activity relating to race, color, sex, religion, age, disability, military status or national origin are unlawful if they create an intimidating, hostile, or offensive work environment; or if they unreasonably interfere with an individual's work performance.

IV. Employee's Responsibility

Personal behavior and language that are "acceptable" to one individual may be "offensive" to another. All employees must recognize that the focus of this prohibition is on the effect of one's action, not the intent. Even an employee who believes he or she is "just kidding around" or "didn't mean any harm" may act in ways that have the effect of intimidating or demeaning another employee, and thereby violating this policy.

V. Procedures

It is the intention of the Office to stop harassment before it rises to the level of a violation of law. As part of this effort, any employee who believes that he/she has been subjected to or has witnessed actions that violate this policy should promptly make a report to management in order for management to immediately investigate and take corrective action where appropriate. The employee should not wait until the actions become severe or pervasive but should report such activity immediately. The employee may advise his or her direct supervisor, the next level supervisor, or any other management official with whom the employee feels comfortable discussing such issues. The Office will protect the confidentiality of harassment allegations to the extent possible. The conduct of an effective investigation requires sharing information with those who have a "need to know." Any documents created or obtained concerning the harassment investigation will be treated with the same degree of confidentiality. Anyone who, in good faith, brings such a matter forward is assured that he or she will not suffer any retaliation, discrimination, harassment, or reprisal for having done so.

The Office strictly prohibits retaliation against anyone who reports an incident in violation of the anti-harassment/anti-discrimination policy or anyone who participates or aids in an investigation of a complaint.

Any employee who violates any aspect of this policy, including the prohibition against retaliation, will face appropriate discipline, up to and including termination.

Performance Reviews

The Office will periodically review with the employee his/her job performance and discuss his/her job interests and career goals. The Office does this to bring to the employee's attention both areas in which he/she is performing well and those that need improvement; to give the Office and employee an opportunity to discuss methods and ideas for maximizing performance and efficiency for both the employee and the Office; and to discuss career development and/or

satisfaction. Performance evaluations can also influence decisions regarding pay increases. The Office will conduct annual reviews, which reviews will include self-evaluation, peer review, and conferencing with your supervisor.

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

- quality of work;
- goal achievements;
- job skills;
- dependability;
- attendance and punctuality;
- ability to work cooperatively with colleagues and constituents;
- knowledge and implementation of initiatives;
- willingness to assume responsibility and to develop ideas;
- willingness to accept direction;
- ability to give direction where applicable;
- adherence to ethical standards, House regulations, and Office policies; and
- improvement since the last review.

The Office will provide each employee the opportunity to comment on the evaluation. Employees should understand that an evaluation does not alter the employee's at-will relationship or create a contract with the Office as described elsewhere in this Handbook.

Personal Appearance Policy

Employees should dress, groom, and maintain personal hygiene in a manner which enhances the professional and public relations of the Office, as well as the safety and productivity of all staff members. This includes wearing neat, clean, business attire which is neither distracting nor offensive to visitors, constituents, or co-workers. Management reserves the right to judge when an employee fails to meet this standard and to instruct the employee to cure the deficiency. Violation of this policy may lead to disciplinary action, up to and including termination of employment.

Employee Conduct and Discipline

To ensure that all employees are working in a safe, productive and harmonious environment and that the Office is able to operate at optimum efficiency, certain general standards of personal conduct and job performance have been established.

Your actions are a direct reflection on the Member, the Office and the House of Representatives. Actions that reflect poorly on the Member, the Office or the House of Representatives are grounds for disciplinary action, up to and including termination.

Standards of job performance are determined by the employee's position. Standards of personal conduct, however, are uniform throughout the Office. Employees are expected to be courteous and respectful, and to conduct themselves at all times in a manner which shall reflect creditably on the House of Representatives.

I. Discipline

While it is anticipated that most problems will be resolved through the cooperation of employees, there are times when inappropriate conduct or inadequate performance may result in disciplinary action. While this office does not employ mandatory progressive discipline, appropriate disciplinary action may, at the sole discretion of the Office, include probation, counseling, suspension (with or without a pay reduction), demotion, or other actions, up to and including termination. It is within management's sole discretion to determine appropriate measures based upon the circumstances of each individual disciplinary matter.

II. Insubordination

Employees are expected to follow directions given by a supervisor or a person in authority. Failure to perform or unreasonably delaying the performance of instructions given by a supervisor or person in authority is unacceptable and may result in disciplinary action, up to and including termination of employment.

III. Misconduct

The following actions are unacceptable and may result in appropriate disciplinary action. The determination of whether or not the misconduct identified below occurred or not, the magnitude of the misconduct, and the severity of the resulting discipline, up to and including termination of

employment, are within the sole discretion of the Office. The misconduct identified below is merely illustrative, is not intended to be a complete list of misconduct, is not intended to be listed in order of severity of the conduct, does not limit the disciplinary authority of the Office, and does not alter the Office's at-will employment policy:

1. Misrepresenting or withholding information on an employment application or House records, including time cards, injury reports, leave reports, personnel documents, etc.

2. Removing House property, records, or documents without proper authorization.

3. Releasing sensitive or confidential information without proper authorization; allowing access to such information by unauthorized personnel; or using such information or property for personal reasons.

4. Unauthorized possession, willful destruction or abuse of House property or the property of any individual on the premises.

5. Entering a restricted area or allowing another person to enter a restricted area without proper authorization.

6. Excessive absenteeism or tardiness without proper authorization.

7. Unexcused absence from work.

8. Use of abusive, threatening or obscene language; use of language that adversely affects morale, production, or maintenance of discipline.

9. Engaging in any type of harassment.

10. Performing personal or campaign business during working hours or using the frank, official stationary, or other official resources for personal benefit.

11. Violating the Office's alcohol and drug abuse policy.

12. Possessing dangerous weapons on the premises.

13. Illegal or disorderly conduct of any kind such as fighting, wrestling, roughhousing, or any other activity hazardous to life, limb or property.

14. Failure to abide by the leave policies of the Office.

15. Failure to follow House Rules and federal statutes concerning the acceptance of gifts, and the reporting of financial interest, employment or conflicts of interest.

16. Failure to follow ethical standards of the House, of federal statues, or of the Office, or failure to timely comply with ethics training requirements of the House or of the Office;

17. Failure to observe general safety procedures, neglect of the safety of others, or the commission of unsafe acts.

18. Reviewing the mail, including e-mail, of another employee without appropriate authorization.

19. Failure to follow the Office's Computer and Internet policies.

20. Unauthorized communications with members of the press, written statements, personal appearances, testimony, articles or comments on any aspect of the employee's official responsibility as an employee of the Office or relating to matters of the House without direct and explicit permission from the Communications Director.

21. Any other action that is deemed to be inconsistent with the standards and expectations of the Office or deemed to show a disregard for the House's interests or the employee's duties and obligations to the House.

Termination of Employment

The Office desires that your employment in the House be a rewarding and successful experience. However, it is conceivable that circumstances may arise that will make it advisable for you to end your employment with the Office.

Should you decide to terminate your employment with the Office voluntarily, you are requested, but not required, to provide adequate notice. Adequate notice is customarily two weeks, and may be longer depending on your particular responsibilities. The request that you provide notice of your intent to resign is not intended to alter the fact that either you or the Office is entitled to terminate your employment relationship at any time without notice.

Each employee must return all House property, including his or her I.D. card and keys. Failure to do so may result in the withholding of your final paycheck. Employees who have group medical and life insurance will continue to receive coverage during the period in which the employee remains on the payroll as provided for by the individual employee's health or life insurance policies and applicable federal laws. Employees should contact the Office of Payroll and Benefits at 202-225-[redacted] with any questions regarding benefits.

References

Upon termination certain employees are prohibited from lobbying certain Members of Congress or their staff for a period of at least one (1) year. For more information, contact the Committee on Standards of Official Conduct at 202-226-7103.

References for former or current employees of the Office are to be given only by the Office Manger and only in accordance with the Hatch Act Reform Amendments of 1993 and the laws and rules highlighted in the October 1, 1998 "Pink Sheet" created by the Committee on Standards. Employees should contact the Office Manger with any questions.

II. LEAVE POLICIES

Holidays

The Office will observe the following holidays IF the House is not in session:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- President's Day
- Memorial Day
- Independence Day (or Monday if July 4th falls on a weekend)
- Labor Day
- Columbus Day
- Veterans' Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve or December 26th (if Christmas falls on a weekend)
- Christmas
- New Year's Eve or January 2nd (if New Year's Day falls on a weekend)

Leave Policy

The leave policy of the Office is designed to provide benefits to employees, while maintaining enough flexibility to allow the Office to perform its functions. All leave must be requested in writing on the Leave Request Form (Appendix C), submitted to your supervisor within the time line requirements for each category of leave, and approved prior to your leave. In addition, the Leave Request Form, whether granted or denied, signed by your supervisor, must be delivered to the Office Manager for proper entry into the Office records and personnel files.

1. Annual Leave

Annual leave (aka "vacation") is based upon a monthly accrual system. Full-time employees of the Office accrue annual leave each month based upon years of service as follows:

a. Employees with less than 1 year of employment with the Office accrue 1 day of annual leave per month.

b. Employees who have between 1 year and 7 years of employment with the Office accrue 1.25 days of annual leave per month.

c. Employees who have over 7 years of employment with the Office accrue 2 days of annual leave per month.

There is no leave accrual for employment for only a fractional part of a month at either the beginning or the end of an employee's period of service. Leave accrual commences on the first day of the first full month of employment and ends on the last day of the last full month of employment.

No more than 30 unused leave days may be accrued; any balance in excess of 30 days is lost and not tracked.

Upon separation from employment, the Office will pay the employee a lump sum equal to the number of days of unused annual leave or the gross amount of one month of the employee's monthly pay, whichever is less. Withholding will be at flat rates of 28% for Federal tax, 6% for state tax, 6.2% for FICA (if applicable), and 1.45% for Medicare.

There are restrictions on dual federal employment which prevent most employees from remaining on the House payroll after reporting to another federal job. Contact the Office Manager if you have any questions regarding this issue.

Requests for annual leave must be made at least two weeks in advance, using the Leave Request Form (Appendix C).

If an employee has taken more annual leave than he or she has earned, the Office may deduct the excess annual leave from the employee's final paycheck or seek reimbursement from the employee.

ii. Sick Leave

Sick leave is based upon your anniversary year. The Office provides 5 days of paid sick leave per year to all full-time employees, regardless of years of service, for periods of temporary absence due to illness or injury of the employee. 5 days of Sick leave is credited to each employee on the anniversary of his/her hiring each year; Sick leave does not accrue or carry over. No payment will be made for unused sick leave upon termination of employment.

Employees who are unable to report to work or who must leave work because of illness or injury must notify their immediate supervisor or a manager at once or leave a message with the Office no later than 8:30 a.m.

Your supervisor must be contacted by 8:30 a.m. on each additional day of absence. Failure to follow these procedures may result in the treatment of the day as an unexcused absence, which may be subtracted from the employee's annual leave allotment, and can also result in disciplinary action up to and including termination.

Sick leave may be used for scheduled medical and dental appointments. Appointments that keep an employee from the Office for more than two hours are considered a half day of sick leave and appointments lasting more than four hours are considered a full day of sick leave.

Requests for Sick leave for scheduled appointments must be made at least two weeks in advance using the Leave Request Form (Appendix C). Employees must submit the Leave Request Form (Appendix C) on the first day he/she returns to work following illness or other unexpected Sick leave.

III. Religious Holidays

The Office seeks to accommodate reasonable requests for leave for religious observances. Employees may elect to take annual leave or unpaid leave (if the employee has exhausted his or her paid leave) for such purposes. The availability of such leave depends on the operational needs of the Office. Accordingly, employees should request such leave as far in advance as possible to allow for appropriate scheduling to be made by management. These requests should be submitted to your supervisor.

IV. Bereavement Leave

Employees are entitled to up to 5 days of paid bereavement leave for the death of an immediate family member. An "immediate" family member includes an employee's parent, step-parent, spouse, child, stepchild, brother, stepbrother, sister, stepsister, grandchild, grandparent, mother-in-law, father-in-law, son-in-law or daughter-in-law. Personal leave for the death of friends or other relatives will be charged against annual leave. At the Office's discretion, additional bereavement leave for travel time and other extenuating circumstances may be granted.

V. Military Leave Policy

A. Basic Policy

An employee who is a member of a National Guard or Armed Forces Reserves ("Reserves") unit accrues paid military leave at a rate of 15 business days per fiscal year for, among other purposes, active duty and inactive-duty training. Any compensation provided by the National Guard or Reserves may be retained by the employee. An employee who is a member of a Federal Emergency Task Force and is called to duty will be given paid leave for that purpose. To apply for the leave, the employee should submit appropriate documentation (e.g., a copy of the orders) and the Leave Request Form (Appendix C) to the Spokane District Office Staff Assistant as far in advance as possible. Employees can carry over unused military leave up to 15 days per fiscal year (for a total not to exceed 30 days per fiscal year).

In addition to the fifteen (15) paid business days of leave an employee in the National Guard or Reserves accrues each fiscal year, an employee called to active duty to support a contingency operation as defined under 10 U.S.C. 101(a)(13) receives an additional twenty-two (22) business days of paid leave per calendar year, offset by the employees military salary. In other words, if an employee is called to active duty to support a contingency operation, the employee will receive the difference between his/her Office salary and the military salary for a period of twenty-two (22) business days (assuming the employee's Office salary is higher than his/her military salary). To facilitate processing and distributing the 22-day pay differential, the employee should provide the Spokane District Office Staff Assistant with information regarding his or her military pay prior to departure for military leave. Failure to provide such information may result in a delay in distributing the 22-day pay differential to the employee.

There are other situations in which an employee who is in the Reserves or National Guard may qualify for additional leave. The Office will provide leave consistent with qualifications and requirements of 5 U.S.C. § 6323, including extended leave for military reserve technicians and employees ordered to military service to support civil authorities.

Employees who require absences for military duty (including long-term absences for active duty) will be accorded all benefits and protections provided by law, including reemployment rights, health insurance protection, and the right to be free from discrimination and retaliation. Any employee who is required to take a leave of absence for military duty should notify the Spokane District Office Staff Assistant immediately. An employee shall be permitted, but not required, to use

any unused accrued annual leave, upon request, during the period of military service.

B. Reemployment rights.

An employee returning from active duty military status is entitled to be reinstated by the Office to the employee's previously held position, or to an equivalent position if: 1) the employee (or an appropriate officer in the uniformed services) gives advanced notice of military service when possible; 2) the cumulative length of the absence, and all previous absences from the position by reason of service in the uniformed services, does not exceed five years (certain types of military leave excluded); and 3) the employee returns to work or applies for reemployment in a timely manner after conclusion of service (timeliness depends on length of service – see below); and 4) the employee has not been separated from military service with a disqualifying discharge or under other than honorable conditions.

If an employee is eligible to be reemployed, the employee must be restored to the job and benefits the employee would have attained if he or she had not been absent due to military service or, in some cases, a comparable job. The Office need not reemploy an employee, however, if reemploying is unreasonable or impossible, or if an employee's pre-service employment was for a brief, non-recurrent period with no expectation that it would continue.

C. Notice requirements for intent to return to work.

The time and manner by which an employee must express his or her intent to return to work varies depending on the length of absence. For military service under 31 days, the employee must report to the Office no later than the first full work period on the first full calendar day after the completion of the leave, after travel time plus eight hours of rest (or as soon after the eight-hour period as possible if reporting within this time is impossible or unreasonable through no fault of the employee). For military service of more than 30 days but less than 180 days, the employee must notify the Office of his or her intent to return to work by submitting an application for reemployment not later than 14 days after completion of military service (or the "next first full calendar day" if submission within the 14 days is impossible or unreasonable through no fault of the employee). For military service of more than 180 days, the employee must notify the Office of his or her intent to return to work by submitting an application for reemployment not later than 90 days after the completion of military service.

D. Health Insurance Protection.

Employees who leave their job to perform military service have the right to elect to continue existing employer-based health plan coverage for themselves and their dependents for up to 24 months while in the military. Depending on the length of his or her military service, an employee may be required to pay up to 102 percent of the full premium under the applicable health plan. An employee seeking medical benefits while on military leave should contact the Office of Payroll and Benefits for additional information regarding the cost of such coverage.
An employee electing not to continue coverage during their military service has the right to be reinstated in the employer-based health plan when he or she is reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

E. Thrift Savings Plan Protection.

An employee who is reemployed after a period of military leave may make contributions to the Thrift Savings Plan equal to the contributions which would have been made over his or her military leave period reduced by any contributions actually made over this period. An employee interested in making catch up contributions to the Thrift Savings Plan after his or her reemployment should contact the Office of Payroll and Benefits for additional information.

F. Non-discrimination and non-retaliation.

An individual who is a past or present member of the uniformed service, has applied for membership in the uniformed service, or is obligated to serve in the uniformed service may not be denied initial employment, reemployment, retention in employment, promotion, or any benefit of employment because of this status. In addition, the Office may not retaliate against anyone assisting in the enforcement of these rights, including anyone who testifies or makes a statement in connection with a proceeding for the enforcement of these rights, even if that person has no service connection.

VI. Jury and Witness Duty

An employee who is summoned for jury or witness duty and must be absent from work will continue to receive full pay and will not be charged annual leave. Upon receipt of such summons, the employee must notify the Spokane District Office Staff Assistant immediately and must complete the Leave Request Form (Appendix C) and attach a copy of the summons

or other written documentation providing notice of jury or witness duty to the Leave Request Form.

Certain courts require only that a juror telephone the court each morning to determine whether the juror must report to court. Under such circumstances, when not needed by the court, the employee must report to work.

As provided by law (2 U.S.C. §§ 130b(d) and (e)), any fee paid to an employee for jury or witness duty shall be turned into the Staff Assistant for your District Office, and the entire amount will be remitted to the House Finance Office. Any reimbursement made to an employee for expenses incurred in rendering jury or witness service may be retained by the employee. Upon returning to work from jury duty, an employee shall provide the Staff Assistant with a certificate of attendance from the Clerk of the court or similar court official for each day of absence.

VII. Leave Without Pay (LWOP)

Requests for leave without pay other than unpaid FMLA may be granted at the discretion of the Chief of Staff. Requests for leave without pay must be submitted in writing to the Office Manager using the Employee Leave Request Form (Appendix C).

As a basic condition for approval of LWOP, the Office should have a reasonable assurance that the employee will return to duty at the end of the approved period. LWOP status should be requested at least 30 days in advance of the period of absence. In no case may the period of LWOP status exceed twelve months in a twenty-four month period.

VIII. Furlough

Furlough is an absence without pay initiated by the Office. Placement in a furlough status is at the discretion of the Office, unless placement in such leave status is otherwise required by law. Furlough status should be requested at least 30 days in advance, by completing the Employee Leave Request Form (Appendix C).

Family and Medical Leave (FMLA)

I. Basic 12-Week FMLA Leave Entitlement

Under the applicable provisions of the FMLA, any person who has worked for any Congressional office for at least one year and for a total of at least 1,250 hours during the previous 12-month period is entitled to up to a total of 12 weeks of unpaid, job-protected leave during a 12-month period for the following reasons:

A. because of the birth of the employee's son or daughter, and for the employee to care for and bond with his or her newborn child during the child's first year (*"Type A" FMLA leave)*[1];

B. because of the placement of a son or daughter with the employee for adoption or foster care, and for the employee to care for and bond with his or her child during the first year after adoption or placement (*"Type B" FMLA leave)*;

C. to care for the employee's spouse, son, daughter, or parent who has a serious health condition (*"Type C" FMLA leave)*;

D. because of the employee's own serious health condition which makes the employee unable to perform the functions of his or her job (*"Type D" FMLA leave)*; or

E. for qualifying exigencies arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty or has notice of an impending call or order to active duty status in the National Guard or Reserves in support of a contingency operation (*"Type E" FMLA leave)*,

The term "serious health condition" means an illness, injury, impairment, or a physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical facility; or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents a qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to

[1] The designations of leave as Type A, Type B, etc., are used in this policy for ease of reference.

pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of serious health condition as defined in applicable regulations issued by the Office of Compliance.

The term "qualifying exigencies" for purposes of Type E FMLA leave may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

The right to take leave under the FMLA applies equally to male and female employees. Thus, for example, a father, as well as a mother, can take Type A and/or Type B FMLA leave for the birth, placement for adoption, foster care, and/or for bonding with a child.

II. 26-Week Injured Servicemember Caregiver FMLA Leave Entitlement

The FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of FMLA leave to care for a covered servicemember during a single 12-month period. This leave is available to an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered servicemember. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves who has (1) a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or (2) is in outpatient status; or (3) is on the temporary disability retired list.

III. Circumstances When FMLA Leave Is Paid

Generally, FMLA leave is unpaid.

Employees on FMLA leave may choose to substitute (or the Office may require the employee to substitute) any accrued paid leave as follows:

1. The employee may substitute his or her accrued annual leave when FMLA leave is taken for any reason.

2. In addition, when FMLA is taken for the employee's own serious health condition (Type D leave), the employee may also substitute any accrued sick leave for FMLA leave.

3. In addition, when FMLA leave is taken to care for an ill family member (Type C leave) or to care for an injured or ill servicemember (injured servicemember caregiver leave) the employee may also substitute any accrued sick leave for FMLA leave.

When an employee substitutes annual and/or sick leave for FMLA leave, that time will count toward the employee's FMLA entitlement. In other words, the use of substituted paid leave will run concurrently with the employee's use of unpaid FMLA leave. However, the Office reserves the right to grant consecutive FMLA leave at the sole discretion of the Chief of Staff.

The Office reserves the right to grant up to four weeks of paid FMLA without offsetting accrued annual leave or otherwise offsetting the employee's FMLA time off at the sole discretion of the Chief of Staff.

IV. Calculating the FMLA Leave Year

When basic FMLA leave (i.e., Type A, B, C, D and/or E leave) is taken, the 12-month period during which an employee is entitled to up to 12 weeks of FMLA leave is calculated on a rolling 12-month basis measured backward from the date the employee first uses FMLA leave.

For purposes of injured servicemember caregiver leave, the single 12-month period begins on the first day the eligible employee takes FMLA leave to care for a covered servicemember and ends 12 months after that date. Please consult with the Office Manager for guidance on how leave is calculated when an employee takes injured servicemember caregiver leave and also takes Type A, B, C, D and/or E leave during the same time frame.

V. Notice and Designation of Leave As FMLA Leave

If an employee's need for FMLA leave is foreseeable, an employee must generally provide at least 30 days notice (written or verbal), or otherwise as much advance notice as practicable, to the Office Manger. If an employee fails to give 30 days notice, with no reasonable excuse, the Office may delay the taking of FMLA leave. An employee need not provide 30 days advance notice of the need for qualifying exigency leave (Type E leave) if such advance notice is not reasonable and practicable.

For leave requested for the care of a family member with a serious health condition or leave for the employee's own serious health condition (Type C and D leave), or leave to care for an injured servicemember, the employee shall make a reasonable effort, after consulting with the Office Manger, to schedule leave so

as not to unduly disrupt office operations (subject to approval of the appropriate health care provider).

Any employee who takes FMLA leave for any reason must submit the Employee Form for FMLA Leave (Appendix B), even if the request is submitted after the leave has commenced. Such written notice must be submitted to the Office Manger and shall include the dates and the type of leave requested (i.e., whether the leave is Type A, B, C, D, E and/or injured servicemember caregiver leave).

Whenever an eligible employee is absent from work for a reason that is FMLA-qualifying, the Office will count the absence as leave under the FMLA. Furthermore, FMLA leave will be designated as such retroactively upon an employee's return to work where the employee does not inform the Office in advance of the reason for the leave and/or the Office discovers upon the employee's return that the reason for the leave falls under the FMLA.

VI. Intermittent or Reduced Schedule Leave

FMLA leave is often taken in large blocks of time such as when an employee is entirely absent from the Office and no work is performed (e.g., three weeks at home recuperating from illness or injury). In certain cases, however, an employee may not need FMLA leave for such extended periods, but rather may need FMLA leave intermittently (for example, a few hours every other week to see a doctor for treatment regarding a chronic condition) or on a reduced schedule (e.g., to work a half-time schedule for two weeks until the employee fully recovers from his or her serious health condition). Under the FMLA:

1. Qualifying exigency leave (Type E leave) may be taken on an intermittent or reduced schedule basis.

2. Leave to care for a seriously ill family member (Type C leave), leave taken for the employee's own serious health condition, (Type D leave) or leave to care for an injured servicemember, may be taken intermittently or on a reduced schedule basis, so long as such intermittent or reduced schedule leave is medically necessary as certified by the appropriate health care provider.

3. Leave may be taken intermittently or on a reduced leave schedule because of the birth, adoption or placement of a child, or to bond with a newborn or a newly adopted or newly placed foster child (Type A and B leave), only with the approval of the Office. Requests for intermittent leave should be in writing, and submitted to the Office Manager. If the birth mother is incapacitated due to pregnancy, or if the newborn or newly-

placed child has a serious health condition, such leave (Type C or D leave) may be taken on an intermittent or on a reduced schedule basis if accompanied by appropriate medical certification.

4. When leave is taken intermittently or on a reduced leave schedule and such leave is foreseeable based on planned medical treatment, the Office may require that the employee transfer to an alternative position which has equivalent pay and benefits, and which better accommodates recurring periods of leave.

VII. Certification of Need for FMLA Leave; Fitness for Duty

When an employee takes FMLA leave for his or her own illness (Type D leave) or to care for a family member (Type C leave), the employee must provide a medical certification from the health care provider that the leave is due to the serious health condition of the employee or the employee's spouse, parent, or child. The employee must have the health care provider complete the form. The completed certification form should be returned to the Office Manager within 15 days, where possible. The Office may also require appropriate certification, as permitted by law, for qualifying exigency leave (Type E leave) and injured servicemember caregiver leave.

When certification of a serious health condition is requested in connection with Type C or Type D FMLA leave, the Office may also require and pay for an opinion by a second health care provider designated by the Office. If there is a conflict between the first and second certifications, the Office may require and pay for a third opinion by a health care provider jointly approved by the Office Manager and the employee. The opinion of the third health care provider is final and binding.

The Office may also require that an employee present a "fitness for duty" certification upon return to work when the absence is caused by the employee's own serious health condition (Type D leave). The Office may seek such certification only with respect to the particular serious health condition that was the reason for the employee's request for FMLA leave. The employee is responsible for the cost of the "fitness for duty" certification. The Office Manager will notify the employee whether a "fitness for duty" certification is required as soon as possible after the employee notifies the Office of the reason for FMLA leave. The Office may delay or refuse to restore an employee to duty if the Office has requested and the employee has failed to provide the appropriate "fitness for duty" certification.

VIII. Periodic Reports

The Office may require periodic reports from an employee on leave regarding his or her status and intention to return to work.

IX. Continuation of Benefits

While on FMLA leave, whether paid or unpaid, employees will continue to be enrolled in their health insurance plans. As long as the employee remains enrolled in his or her health plan, the U.S. House of Representatives will continue to pay the Government contribution. The employee is responsible for payment of the employee share and should contact the Office of Payroll and Benefits (202-225-1435) to arrange for monthly payments. Under federal regulations, an employee whose enrollment continues for a period of time without payment is deemed to have consented to recovery of an indebtedness for past-due health benefits premiums from future salary, or from any other moneys owed to the employee by the Federal Government.

X. Reinstatement from Leave

Upon return to work after taking FMLA leave, an employee generally will be entitled to be restored to the same position or an equivalent position to that which the employee occupied before taking FMLA leave. If an employee is unable to perform the essential functions of his or her job because of a mental or physical condition, the employee has no right to restoration to his or her previous position or another position under the FMLA.

If an employee is on Type A, B, C, D and/or E leave in excess of 12 weeks within a 12-month period, the employee will not be guaranteed reinstatement. As noted above, the FMLA contains a special provision providing for up to 26 weeks of protected leave during a 12-month period when an eligible employee takes leave to care for an injured servicemember.

If an employee gives unequivocal notice of intent not to return to work, the obligations to maintain health benefits under the FMLA and to restore the employee cease.

XI. Key Employees

Key employees are employees who are salaried and among the highest paid 10% of all employees employed by the employing office within 75 miles of the employee's worksite. The Office may deny reinstatement upon return from FMLA leave to "key" employees if reinstatement would cause substantial and grievous economic harm to the Office. The Office must provide written notification to "key" employees of their status upon a request for FMLA leave.

XII. Employment of Spouses

Spouses employed by the same employing office may be limited to a combined total of 12 weeks during a 12-month period of FMLA leave when the leave is taken for the following purposes: (1) the birth and/or to care of a newborn child; (2) the placement of a child for adoption or foster care; or (3) the care of a parent who has a serious health condition.

Spouses employed by the same employing office may be limited to a combined total of 26 weeks of leave during a single 12-month period for injured servicemember caregiver leave.

XIII. Performance and Merit Reviews

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

XIV. Misrepresentation

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

XV. Intimidation and Retaliation Prohibited

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

CONFIDENTIAL

CONFIDENTIALITY OATH

I do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

I further do solemnly swear (or affirm) that I will hold in confidence all confidential and sensitive information of any kind in accordance with the Code of Ethics in Government Service as set forth in the House Ethics Manual; that I will not use information coming to me confidentially in the performance of my official duties as a means for making private profit or otherwise for personal gain or advantage, or to harm others; and that I will hold in confidence all matters involving internal legislative or political strategy, personal information involving constituents, the personal and professional lives of the Congresswoman and of co-workers, and information involving the internal operations of the Office.

DATED: _____

_____
Employee Signature

_____
Employee Name (printed)

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

Appendix A

51

CMROCE-0287

13-0906_0188

COE.MCMRODGERS.006057

CONFIDENTIAL

EMPLOYEE REQUEST FORM FOR FAMILY
AND MEDICAL LEAVE

I, _____, request Family and Medical Leave.

This leave is necessary for (check the option(s) which applies):

_____ (1) The birth and care of my child or for an adoption or placement of a foster child.

_____ (2) To care for my spouse, child, or parent with a "serious health condition".

_____ (3) For my own "serious health condition" which renders me unable to perform my job.

I am requesting that the leave begin on _____ and I expect leave to continue until on or about _____.

I acknowledge that I have read the Family and Medical Leave Act (FMLA) information contained in the Office's Employee Handbook at pages 41-47, affirm that I understand the contents of that FMLA information, and that I agree to comply with its terms.

DATED: _____ _____
Employee Signature

_____
Employee Name (printed)

Process: 1) Review and understand pgs. 41-47 of the Employee Handbook; 2) fill-out, date and sign; 3) submit form to the Office Manager at least 30 days before leave begins (or as otherwise set forth on page 43).

Appendix B

CMROCE-0288

13-0906_0189

COE.MCMRODGERS.006058

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: _____
Type of Leave:

( ) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: _____ AM ( ) PM ( ) on _____, 20____.
Ending: _____ AM ( ) PM ( ) on _____, 20____.
Total number of hours (if the request is 2 hours of less) or day(s) requested: _____.

Reason for Leave: _____

Date: _____ _____
Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: _____

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0289

13-0906_0190

COE.MCMRODGERS.006059

CONFIDENTIAL

OVERTIME PRE-AUTHORIZATION FORM

I, _____, request authority to work overtime.

Overtime Request:

Beginning: _____ AM ( ) PM ( ) on _____, 20____.

Ending: _____ AM ( ) PM ( ) on _____, 20____.

Total number of hours of overtime requested: _____.

Reason for Overtime: _____

_____

_____

_____

_____

_____

Date: _____ _____
Employee Signature

This Overtime Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

_____

_____

_____

Supervisor's Signature: _____ Date: _____

Process: 1) Review pgs. 8-9 of Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix D

64

CMROGE-0290

13-0906_0191

COE.MCMRODGERS.006060

CONFIDENTIAL

TRAVEL REQUEST FORM

I, _____, request authority to travel outside of my assigned district office area, and to seek reimbursement for those expenses from the Office's Member Representational Allowance (MRA), because the primary purpose of my travel is the performance of my official duties for the Office.

Dates of Travel Requested:

Beginning _____ AM ( ) PM ( ) on _____, 20____,

Ending: _____ AM ( ) PM ( ) on _____, 20____.

Purpose of Travel Requested (e.g. "attend CRS training in DC):

_____

_____

_____

_____

_____

_____

Proposed Transport Arrangements:

Transport Arrangements (include carrier name, flight ID numbers, and all other identifying information, and cost, or attach a copy of the print-out of your itinerary/proposed reservations, to enable the Office to assess and pay for approved arrangements):

_____

_____

_____

_____

_____

_____

Process: 1) Review pgs. 12-14 of the Employee Handbook; 2) fill-out, date and sign; 3) discuss any expenses in excess of those set forth at page 13 with the Deputy Chief of Staff/District Director for pre-approval; 4) submit form to the Spokane District Office Staff Assistant at least 30 days in advance of travel (whenever possible).

Appendix E – pg. 1 of 3

CMROCE-0291

13-0906_0192

COE.MCMRODGERS.006061

CONFIDENTIAL

Proposed Lodging Arrangements:

Lodging Arrangements (include provider's name and reservation/hold numbers, and cost, or attach a copy of the print-out of your proposed reservations/itinerary, to enable the Office to assess and pay for approved arrangements):

_____

_____

_____

Proposed Rental Car Arrangements:

Rental Car Arrangements (include provider's name and reservation/hold numbers, and cost, or attach a copy of the print-out of your proposed reservations/itinerary, to enable the Office to assess and pay for approved arrangements):

_____

_____

_____

Proposed Additional Expenses in Excess of $50.00 per day for food and why justified:

_____

_____

_____

Proposed Additional Expenses in Excess of $50.00 per day for non-mileage, non-food related expenses and why justified:

_____

_____

_____

I acknowledge that I have read the Reimbursement for Official Expenses sections of the Office's Employee Handbook, the Office reimbursement procedures, the Member's Representational Allowance sections of the House of Representatives Member's Handbook, and both the Travel and the Official Allowance sections of the House Ethics Manual; I affirm that I understand the contents of those materials and I certify that this request complies with all terms therein.

Date: _____ _____

Employee Signature

_____

Appendix E –pg. 2 of 3

56

CMROCE-0292

13-0906_0193

COE.MCMRODGERS.006062

CONFIDENTIAL

This Travel Request is ( ) Approved in Full
( ) Disapproved in Full
( ) Approved in part, as follows, and is otherwise disapproved:

Signed:_____ Date:_____
Deputy COS/District Director

Travel Arrangements Made Checklist for the Staff Assistant:

[ ] Transport Paid:_____
[ ] Lodging Paid:_____
[ ] Rental Car Paid:_____
[ ] Other:_____

Signed:_____ Date:_____
Staff Assistant

Appendix E - pg. 3 of 3

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CMROCE-0293

13-0906_0194

COE.MCMRODGERS.006063

CONFIDENTIAL

To Request Payment/Reimbursement for Official Expenses

Our office is required to submit original forms and receipts whenever possible, in order to receive reimbursement. Reimbursement requests are processed monthly, so please hold your expense forms and documentation until the end of each month for submission.

Please read the following issued by the House of Finance:

APPLIES TO ALL VOUCHERS IRRESPECTIVE OF SUBMITTING OFFICE

ORIGINAL RECEIPT/INVOICE REQUIRED: Whenever a Member, Officer, employee, etc. pays a vendor directly from personal funds (by cash, check, credit card, etc.) for goods or services rendered to a House office, the voucher must be accompanied by the original vendor receipt/invoice, showing "proof of payment". See "PROOF OF PAYMENT" below.

LOST ORIGINAL RECEIPT/INVOICE: If the original vendor receipt/invoice showing payment has been lost or destroyed or was not received, the individual submitting the expense for payment must make a good faith effort to secure a duplicate copy of the receipt/invoice from the vendor. If unable to secure a duplicate copy from the vendor, the expense may be documented by providing proof of the good faith effort made (copies of correspondence, etc.) and proof of payment (see "PROOF OF PAYMENT" below).

A voucher not documented by an original receipt/invoice must be accompanied by:

1. A duplicate copy of the receipt/invoice;
2. Proof of payment;
3. A signed "certification memo" containing the following :(see sample of certification memo)
    a. Detailed description of the expense
    b. Date(s) on which the expense was incurred
    c. Amount of the expense, and
    d. A certification memo to the effect: "In lieu of an original receipt/invoice, I am submitting the attached documentation as proof of payment. This is the only copy that will be submitted for payment."

PROOF OF PAYMENT

Proof of payment can be supported by (but is not limited to) credit card statements, bank statements, and cancelled checks.

FINANCE CHARGES

The Office of Finance will not pay finance charges or other fees incurred on personal credit or charge cards or personal accounts. To avoid finance charges and other fees, any obligation should be timely paid by the submitting individual directly to the card/account issuer, while the individual seeks reimbursement from the Finance Office.

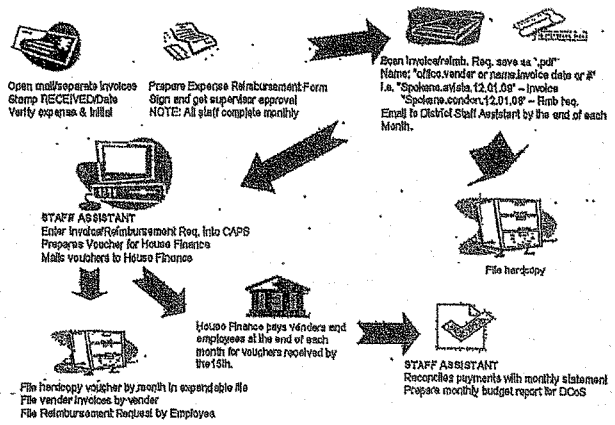
MILEAGE FOR A PRIVATELY OWNED VEHICLE

If, in the course of performing your duties for the Congressional Office, you are required to use your personal vehicle, you will need to complete a Travel Record of your mileage for reimbursement. This form can be found on HouseNet by clicking first on the Financial Tab, then double-clicking on the PDF US House of Representatives Travel Record Privately Owned Vehicle listed towards the bottom in the Financial Forms box. The current rate of reimbursement is $0.48/mile. The date and points of travel are required, along with the number of miles each way.

All receipts and/or mileage must be accompanied by an Expense Record Form.
This form can be found on HouseNet by clicking first on the Financial Tab, then double-clicking on the PDF US House of Representatives Expense Record listed towards the bottom in the Financial Forms box. Gather your receipts and completed Travel Record, if applicable, before filling out the form. Print, sign and make copies of all documents before submitting the ORIGINALS to the Staff Assistant.

CONFIDENTIAL

Expense Reimbursements and Bill Payments



Appendix F- page 3

CMROCE-0296

13-0906_0197

COE.MCMRODGERS.006066

CONFIDENTIAL

U.S. House of Representatives
Expense Record

Honorable: _____

State: _____ District: _____

Staffer: _____

Staff EIN: _____

Date	Expense Description	Amount

Total Reimbursement: $ _____

I, the undersigned, state that the above expenses were approved and incurred as a result of the performance of my duties for the Congressional Office.

_____ _____

Signed - Staffer Date

CMROCE-0297

13-0906_0198

COE.MCMRODGERS.006067

CONFIDENTIAL

U.S. House of Representatives
Travel Record
Privately Owned Vehicle

Honorable: _____ Rate: _____

State: _____ District: _____

Traveler: _____ Staff ECN: _____

Date	Points of Travel	Miles Traveled
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	

Total Mileage:

Total Reimbursement: $ _____

I, the undersigned, state that the above expenses were approved and incurred as a result of the performance of my duties for the Congressional Office.

_____ _____

Signed - Staffer Date:

62

CMRQCE-0298

13-0906_0199

COE.MCMRODGERS.006068

CONFIDENTIAL

CAMPAIGN WORK AUTHORIZATION

I, _____, request authority to engage in campaign work (during the time that I am not working in my official capacity for the Office) for:

Name of Candidate: _____

Public Office Campaigning for: _____

Location of Campaign Office: _____

_____

Your Duties as a Campaign Worker (Describe): _____

_____

_____

_____

_____

I acknowledge that I have read the House Ethics Manual with regard to the rules applicable to my campaign activities; I affirm that I understand the contents of those rules, and I certify that I will comply with those rules.

Date: _____ _____

Employee Signature

This Campaign Work Request is ( ) Approved in Full

( ) Disapproved in Full

( ) Approved in part, as follows, and otherwise disapproved:

_____

_____

_____

Signed: _____ Date: _____

Process: 1) Review pgs. 10-12 of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to the Chief of Staff or Deputy Chief of Staff/District Director.

Appendix G

CMROGE-0299

13-0906_0200

COE.MCMRODGERS.006069

CONFIDENTIAL

OUTSIDE EMPLOYMENT AUTHORIZATION

I, _____, request authority to engage in employment in addition to, and outside of, my employment at the Office. The Outside employment I intend to engage in is:

Name of Outside Employer: _____

Address of Outside Employer: _____

_____

Phone Number of Outside Employer: _____

Your Job Title and Duties for the Outside Employer: _____

_____

_____

_____

_____

Date: _____ _____

Employee Signature

This Outside Work Authorization Request is:

( ) Approved in Full

( ) Disapproved in Full

( ) Approved in part, as follow, and otherwise disapproved:

_____

_____

_____

Supervisor's Signature: _____ Date: _____

Process: 1) Review pgs. 10-11 of the Employee Handbook; (2) fill-out, data and sign; 3) timely submit form to the Chief of Staff.

Appendix H

CMROCE-0300

13-0906_0201

COE.MCMRODGERS.006070

CONFIDENTIAL

Annual Review-Self Evaluation

ATTRIBUTES TO BE EVALUATED	ST	GO	ME	DO	UN	NA
Quantity of Work *The extent to which the employee accomplishes assigned work and meets job requirements on a timely basis.*						
Quality of Work *The extent to which the employee's work is well executed, thorough, and accurate.*						
Knowledge of Job *The extent to which the employee knows and demonstrates all phases of assigned work, equipment used in their job, and knowledge of the company and our industry.*						
Cooperation with Others *The extent to which the employee gets along with others, including clients, co-workers and managers; shows courtesy and cooperation in dealing with others.*						
Responsiveness to Feedback *The extent to which the employee can positively receive and respond to direction and feedback and pursue ways to improve.*						
Adapts to Change *The extent to which the employee effectively initiates change and adapts to necessary changes in operations; not tied to old methods when they are no longer practical.*						
Attendance, Reliability and Dependability *The extent to which the employee demonstrates consistent attendance and arrives on time; can be depended upon to be available for work; assumes responsibility and ensures tasks are followed through to completion.*						
Planning and Organizational Effectiveness *The extent to which the employee arranges their workload for the most efficient handling and elimination of unnecessary activities, meets deadlines, manages resources, follows through on assignments, and effectively balances tasks and priorities.*						
Communication *The extent to which the employee effectively conveys information and ideas to others; clarity of oral and written communications.*						
Initiative and Creativity *The extent to which the employee is self-directed, resourceful and creative in meeting job objectives; takes initiative in creating or modifying ideas, methods, and procedures to meet changing circumstances or needs.*						
Problem Analysis *The extent to which the employee can thoroughly analyze a problem, use logical and sound judgment in generating alternatives, evaluate risks and benefits, seek outside assistance when necessary, and choose a particular course of action in a timely manner.*						

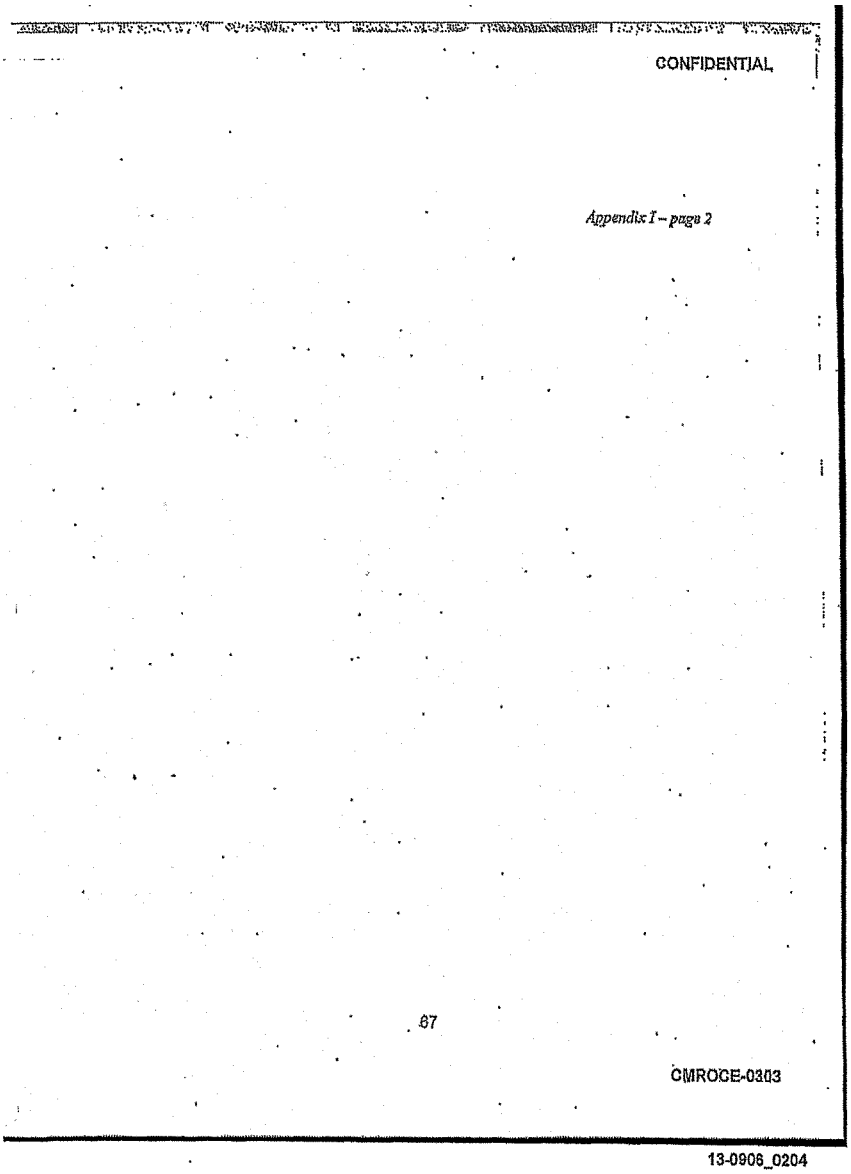
Appendix I – page 1

CMROCE-0301

CONFIDENTIAL

Supervisory Ability/Leadership (if applicable) *The extent to which the employee applies sound practices in executing supervisory responsibilities; creates results through others; ability to take charge and motivate others; ability to coordinate activities of others toward achieving results through delegation and follow-up.*						
Personnel Management (if applicable) *The extent to which the employee selects qualified applicants; plans for subordinates are clearly stated; effectively evaluates and communicates subordinates' results, strengths, and development opportunities.*						

Effectiveness Key:
ST – Strength/Excellent (5)
GO – Good/Above Average (4)
ME – Meeting Expectations (3)
DO – Development Opportunity (2)
UN – Unsatisfactory/Not Meeting Expectations (1)



13-0906_0204

COE.MCMRODGERS.006073

CONFIDENTIAL

ETHICS TRAINING
THE DISTINCTION BETWEEN POLITICAL VS. CONGRESSIONAL ACTIVITIES

Overview: There is a fine line between congressional activities and political activities. Congressional duties are directly related to policy development, constituent relations, and casework. Political activities include anything relating to elections (*excluding* government oversight and reform) and campaigning (e.g. financing and fund raising, grassroots efforts, polling, et cetera). While you are in the office or engaged in your duties for the Office, political activities are strictly prohibited. While you are in the office or engaged in your official duties for the Office, you should (politely) decline comment and behavior constituting political activities and instead refer all such questions and requests to the Congresswoman's campaign office: Jared Webley, (509) 624-[redacted]@cathyforcongress.com.

Campaign activity rules in a nutshell:

1. **Any and all campaign activities:**
   a. **Must be done outside of the Office;**
   b. **on your own time; and**
   c. **without using any congressional office resources;**
2. **No staff member may in any way be compelled or required to do any campaign work; and**
3. **No staff member may make any financial contribution to CMR's campaign.**

Reasoning: It is unethical to use congressional resources financed by the tax payer to the benefit of an individual congressional member's self-interest in re-election and/or for any other campaign or political undertaking. Congressional members are public servants and their congressional resources must be utilized for the purpose of working for the public interest.

Potential Consequences for Misuse of Congressional Funds: disciplined, enforced reimbursement of the funds, and criminal prosecution for you and CMR.

**Note: There are other ethical rules that apply to your conduct while duly engaged in campaign activities; this memo is limited to setting forth rules that apply while engaged in your official congressional duties and in determining when you may ethically engage in campaign activities.*

"Campaign Activities"

A. Definition

"Any and all campaign activities" includes re-election activities (for CMR or anyone else) and activities conducted for any political purpose.

Therefore, activities engaged in to recruit/encourage women to join the Republican party and/or to seek a political office as a Republican party member, constitutes "campaign activities";

Encouraging a constituent to support CMR's position on pending legislation, or persuading a constituent to CMR's position on existing or proposed law, or explaining CMR's reason for voting a particular way on a bill, are *not* "campaign work". But, advising a constituent to vote for CMR or other candidate (federal, state or local) to carry that shared interest to DC (or Olympia, or the City Council) is "campaign activities".

The distinction is the focus: legislation (a congressional function) vs. votes (a political function).

It is presumed that any activity funded to any extent by campaign funds is campaign activity, even if that activity is not overtly political in nature.

B. Documents and Materials.

No document or other material (including letters, news letters, press releases, etc.) may be printed on official House stationary unless the content of the materials comply with the Franking Regulations. Franking prohibition relevant to campaign activities include:

- The materials may not solicit political support;
- The materials may not solicit financial assistance;
- The materials may not reference past or future campaigns or elections, including election or re-election announcements, and schedules of campaign related events;
- The materials may not contain campaign literature, campaign pledges, or "excessive use" of party labels; and
- The materials may not contain any logo, slogan, masthead design, or photo which is a facsimile of any matter contained in campaign literature.

This same rule applies to advertisements paid for by our Office, printed materials produced by our Office, and emails sent by our Office, including intra-office emails.

Distinction: The Office *may* utilize congressional resources to issue a statement on *legislative issues* that are raised in the course of a campaign, *if* the use of the congressional resources and the statement are confined to a discussion of the *legislative issues*. Make sure you obtain pre-approval from your supervisor for any statement that may be questionable or that you have any concerns about.

C. Travel.

Rule: The travel must have "the primary purpose" of conducting official business. Therefore, incidental campaign or political activities may also occur on the trip.

The Test: No additional travel expenses may be incurred as a result of the campaign or political activities and the official travel cannot originate from or end at a campaign event.

D. Exceptions.

a. *Coordination of CMR's Schedule:* The Office scheduler may coordinate with the campaign scheduler and may maintain an integrated calendar (for internal use only). This is a limited, narrow exception for the common sense purpose of facilitating the avoidance of scheduling CMR to be two places at once. Therefore, it does not extend to other "schedule" activities, e.g. the Office scheduler may not make campaign-related travel arrangements, but may coordinate those arrangements with the campaign scheduler.

b. *Referrals:* Letters, inquiries, solicitations, contributions, and the like related to campaign or political activities may be forwarded to the campaign office (as opposed to returned to the sender) at the sole expense of the campaign (e.g. the campaign must pay for the envelope, the stamp, the long distance telephone charges, etc.). Under the same circumstances, the campaign office may forward congressional materials or inquiries to the congressional office.

c. *Providing Published Material to the Campaign:* The Office may provide the campaign office with any materials it has issued publicly (e.g. press release, speech, newsletters), but only if such provision requires only a minimal amount of time and is made in a limited quantity (generally a quantity of one).

d. *Questionnaires.* A questionnaire that is limited to *legislative issues* and content complying with Franking Regulations may be answered by the Office, even though the purpose of the questionnaire is to determine endorsement issues by the requesting organization.

e. *Non-partisan Voter Registration Materials:* The Office may make non-partisan voter registration information available in the Office. This excludes actually registering the person to vote.

"On Your Own Time"

A. Definition

"On your own time" means time during which you are entirely free to pursue your own, individual interests. In our Office, that includes your lunch hour, after-work hours, and time you are on leave status as set forth in our Employee Handbook.

B. Rules

1. CMR may not adjust work requirements or add unpaid interns in order to create "free" time for the staff to do campaign activities.

2. If you work in the Office and also on the campaign (which you may do only on your own time), then you must keep a detailed, written, contemporaneous diary recording each segment of time you spend on official duties and each segment of time you spend on campaign activities.

3. The time spent on campaign activities *must* be charged against your accrued annual leave, promptly made-up to the Office, or deducted from your compensation. CMR is required to ensure that each employee performs *official* duties commensurate with the compensation that employee receives from the House, and therefore must adjust an employee's compensation for time owed to the Office for time spent on campaign activities.

"Without Using Any Congressional Resources"

"Without using any congressional resources" means *any* congressional resources: office space, office equipment (including computers, telephones, and fax machines), office supplies (including copy paper and official stationary), office files (including the names and information contained in those files), research files, official mailing lists, staff time, et cetera.

"Contribution"

A. Definition

"Contribution" to CMR means any and all "outlays" made on behalf of CMR, including outlays that are immediately reimbursed. This rule is "absolute" (i.e. irrespective of voluntariness, honest wish to contribute, or intention that the outlay is merely a momentary advance for convenience purposes that is immediately reimbursed). This rule includes "outlays" to purchase items for the benefit of the campaign (e.g. tickets to a fundraising event; souvenirs from the House gift shop to give as gifts to CMR's supporters; coffee and donuts for the campaign office).

"Contribution" does not include unpaid, volunteer services by the employee for CMR's campaign; you may volunteer your time and talent to CMR's campaign and not be in violation of the law which prohibits house employees from making campaign contributions to their employing Member.

Violation of this rule is also a criminal offense.

B. Exceptions to the "Absolute" Rule

1. Outlays an individual makes for his/her personal travel expenses (including food, transportation and lodging) traveling on behalf of the campaign, provided that the campaign promptly reimburses the travel expense (60 days if incurred by credit card and 30 days otherwise) *or* the individual's outlays do not exceed $1,000.00 per election.

2. Up to $1,000.00 per election for food, beverages, and invitations for a campaign event held in the individual's home or in a church or community center.

3. Use of computer equipment connected with internet activities used for the purpose of influencing a federal election.

4. Contributions to multi-candidate political groups (e.g. PAC or Republican Congressional Campaign Committees), even though some of the proceeds may be used by the organization to benefit CMR, provided that you do not earmark the contribution for CMR.

5. There are several other very detailed, very limited, very specific exceptions. If you want to offer (on your own initiative and voluntarily) a contribution to CMR's campaign, you must get written, pre-approval from me first.

CONFIDENTIAL

ETHICS TRAINING
THE DISTINCTION BETWEEN POLITICAL VS. CONGRESSIONAL ACTIVITIES

Overview: There is a fine line between congressional activities and political activities. Congressional duties are directly related to policy development, constituent relations, and casework. Political activities include anything relating to elections (*excluding* government oversight and reform) and campaigning (e.g. financing and fund raising, grassroots efforts, polling, et cetera). While you are in the office or engaged in your duties for the Office, political activities are strictly prohibited. While you are in the office or engaged in your official duties for the Office, you should (politely) decline comment and behavior constituting political activities and instead refer all such questions and requests to the Congresswoman's campaign office: Jared Webley, (509) 624-[redacted]@cathyforcongress.com.

Campaign activity rules in a nutshell:

1. Any and all campaign activities:
   a. Must be done outside of the Office;
   b. on your own time; and
   c. without using any congressional office resources;
2. No staff member may in any way be compelled or required to do any campaign work; and
3. No staff member may make any financial contribution to CMR's campaign.

Reasoning: It is unethical to use congressional resources financed by the tax payer to the benefit of an individual congressional member's self-interest in re-election and/or for any other campaign or political undertaking. Congressional members are public servants and their congressional resources must be utilized for the purpose of working for the public interest.

Potential Consequences for Misuse of Congressional Funds: discipline, enforced reimbursement of the funds, and criminal prosecution for you and CMR.

**Note: There are other ethical rules that apply to your conduct while duly engaged in campaign activities; this memo is limited to setting forth rules that apply while engaged in your official congressional duties and in determining when you may ethically engage in campaign activities.*

"Campaign Activities"

A. Definition

"Any and all campaign activities" includes re-election activities (for CMR or anyone else) and activities conducted for any political purpose.

Therefore, activities engaged in to recruit/encourage women to join the Republican party and/or to seek a political office as a Republican party member, constitutes "campaign activities";

Encouraging a constituent to support CMR's position on pending legislation, or persuading a constituent to CMR's position on existing or proposed law, or explaining CMR's reason for voting a particular way on a bill, are *not* "campaign work". But, advising a constituent to vote for CMR or other candidate (federal, state or local) to carry that shared interest to DC (or Olympia, or the City Council) is "campaign activities".

The distinction is the focus: legislation (a congressional function) vs. votes (a political function).

It is presumed that any activity funded to any extent by campaign funds is campaign activity, even if that activity is not overtly political in nature.

B. Documents and Materials.

No document or other material (including letters, news letters, press releases, etc.) may be printed on official House stationary unless the content of the materials comply with the Franking Regulations. Franking prohibition relevant to campaign activities include:

- The materials may not solicit political support;
- The materials may not solicit financial assistance;
- The materials may not reference past or future campaigns or elections, including election or re-election announcements, and schedules of campaign related events;
- The materials may not contain campaign literature, campaign pledges, or "excessive use" of party labels; and
- The materials may not contain any logo, slogan, masthead design, or photo which is a facsimile of any matter contained in campaign literature.

This same rule applies to advertisements paid for by our Office, printed materials produced by our Office, and emails sent by our Office, including intra-office emails.

Distinction: The Office *may* utilize congressional resources to issue a statement on *legislative issues* that are raised in the course of a campaign, *if* the use of the congressional resources and the statement are confined to a discussion of the *legislative issues*. Make sure you obtain pre-approval from your supervisor for any statement that may be questionable or that you have any concerns about.

C. Travel.

Rule: The travel must have "the primary purpose" of conducting official business. Therefore, incidental campaign or political activities may also occur on the trip.

The Test: No additional travel expenses may be incurred as a result of the campaign or political activities and the official travel cannot originate from or end at a campaign event.

D. Exceptions.

a. *Coordination of CMR's Schedule:* The Office scheduler may coordinate with the campaign scheduler and may maintain an integrated calendar (for internal use only). This is a limited, narrow exception for the common sense purpose of facilitating the avoidance of scheduling CMR to be two places at once. Therefore, it does not extend to other "schedule" activities, e.g. the Office scheduler may not make campaign-related travel arrangements, but may coordinate those arrangements with the campaign scheduler.

b. *Referrals:* Letters, inquiries, solicitations, contributions, and the like related to campaign or political activities may be forwarded to the campaign office (as opposed to returned to the sender) at the sole expense of the campaign (e.g. the campaign must pay for the envelope, the stamp, the long distance telephone charges, etc.). Under the same circumstances, the campaign office may forward congressional materials or inquiries to the congressional office.

c. *Providing Published Material to the Campaign:* The Office may provide the campaign office with any materials it has issued publicly (e.g. press release, speech, newsletters), but only if such provision requires only a minimal amount of time and is made in a limited quantity (generally a quantity of one).

d. *Questionnaires.* A questionnaire that is limited to *legislative issues* and content complying with Franking Regulations may be answered by the Office, even though the purpose of the questionnaire is to determine endorsement issues by the requesting organization.

e. *Non-partisan Voter Registration Materials:* The Office may make non-partisan voter registration information available in the Office. This excludes actually registering the person to vote.

"On Your Own Time"

A. Definition

"On your own time" means time during which you are entirely free to pursue your own, individual interests. In our Office, that includes your lunch hour, after-work hours, and time you are on leave status as set forth in our Employee Handbook.

B. Rules

1. CMR may not adjust work requirements or add unpaid interns in order to create "free" time for the staff to do campaign activities.

2. If you work in the Office and also on the campaign (which you may do only on your own time), then you must keep a detailed, written, contemporaneous diary recording each segment of time you spend on official duties and each segment of time you spend on campaign activities.

3. The time spent on campaign activities *must* be charged against your accrued annual leave, promptly made-up to the Office, or deducted from your compensation. CMR is required to ensure that each employee performs *official* duties commensurate with the compensation that employee receives from the House, and therefore must adjust an employee's compensation for time owed to the Office for time spent on campaign activities.

"Without Using Any Congressional Resources"

"Without using any congressional resources" means *any* congressional resources: office space, office equipment (including computers, telephones, and fax machines), office supplies (including copy paper and official stationary), office files (including the names and information contained in those files), research files, official mailing lists, staff time, et cetera.

"Contribution"

A. Definition

"Contribution" to CMR means any and all "outlays" made on behalf of CMR, including outlays that are immediately reimbursed. This rule is "absolute" (i.e. irrespective of voluntariness, honest wish to contribute, or intention that the outlay is merely a momentary advance for convenience purposes that is immediately reimbursed). This rule includes "outlays" to purchase items for the benefit of the campaign (e.g. tickets to a fundraising event; souvenirs from the House gift shop to give as gifts to CMR's supporters; coffee and donuts for the campaign office).

"Contribution" does not include unpaid, volunteer services by the employee for CMR's campaign; you may volunteer your time and talent to CMR's campaign and not be in violation of the law which prohibits house employees from making campaign contributions to their employing Member.

Violation of this rule is also a criminal offense.

B. Exceptions to the "Absolute" Rule

1. Outlays an individual makes for his/her personal travel expenses (including food, transportation and lodging) traveling on behalf of the campaign, provided that the campaign promptly reimburses the travel expense (60 days if incurred by credit card and 30 days otherwise) *or* the individual's outlays do not exceed $1,000.00 per election.

2. Up to $1,000.00 per election for food, beverages, and invitations for a campaign event held in the individual's home or in a church or community center.

3. Use of computer equipment connected with internet activities used for the purpose of influencing a federal election.

4. Contributions to multi-candidate political groups (e.g. PAC or Republican Congressional Campaign Committees), even though some of the proceeds may be used by the organization to benefit CMR, provided that you do not earmark the contribution for CMR.

5. There are several other very detailed, very limited, very specific exceptions. If you want to offer (on your own initiative and voluntarily) a contribution to CMR's campaign, you must get written, pre-approval from me first.

CONFIDENTIAL

INFORMATION SHEET FOR ETHICS TRAINING COMPLIANCE REQUIREMENTS

Ethics training compliance is the responsibility of each employee

Every new employee must complete basic ethics training, within 60 days of hire.

Every existing employee must complete one hour of continuing education ethics training each year.

If you are a new employee, your initial one hour will also satisfy your continuing education requirement – i.e. you need only complete one hour of training per year.

All on-line ethics training is begun from the HouseNet site: Click on the "personnel" tab; then click on "Ethics Training"; then click on the "houseconnect" link contained in the Online Ethics Training section. This will take you to the CAO House Learning Center page, where you will log in using the same user name and password as for the Office computer. You will then be at your personal records page with links for on-line ethics training.

All live ethics training must be pre-registered for. To pre-register, go to the HouseNet site: Click on "personnel" tab; then click on "Ethics Training"; then click on the "registerme" link contained in the Live Ethics Training section. You will then be at the CAO registration page. Keep in mind that some general CRS seminars contain an ethics segment that will satisfy your annual ethics training requirement. To prove it, make sure you sign in and stay for the whole CRS program, and receive a certificate of attendance by email after the seminar – if you can't prove it, then you'll have to do at least the ethics portion again.

New Employees:

For DC staff, the initial training MUST be at a live, in-person training session. Proof of attendance for the House (CAO) is by pre-registration for the event and completion of the sign-in sheet at the live presentation. Be warned that if you arrive late and miss the sign in period, you will not receive credits. After the event, the CAO will send you an email confirming your attendance. Please forward that email to the District Office Staff Assistant, who will place it in your personnel file for proof of attendance for the Office, and also include in your email the date, name and location of the training session you attended.

For district office staff, the initial training may be completed on line. The program runs for about one hour, and you may pause and return to it at any time. After you have watched the entire ethics training program, the House system will automatically designate you as having "completed" (aka "true") the new employee's ethics training. For compliance verification for the Office, please print the status page (i.e. the "true"/ "false" summary page), date and sign it, and get it to the District Office Staff Assistant for your personnel file.

S:drive/OfficeForms/Personnel/infosheet – ethicstraining

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All Employees - Annual Training:

There are two ways to satisfy your annual ethics training requirement.

1. Live. Attend a live ethics training session in DC. Many training classes include an hour of ethics, so check the syllabus to see if another training class will also satisfy your annual ethics requirements. Verification of completion for the House is by the sign-in sheet at the live session, which will be followed-up by a confirming email. If you do not receive this email from the confirming your attendance at the training, and satisfaction of your annual ethics requirements, you need to timely follow-up with CAO. Note that if you are late to the session, and miss the sign-in sheet, then you will not get credit for attending. Verification of completion of your annual ethics training for the Office is by forwarding/attaching the attendance confirmation email from the House to the District Office Staff Assistant, and including in your cover email the date, time, location, and name of the ethics training session attended.

2. On-line. Go to your personal on-line CAO House Learning Center page. Select the ethics training module you wish to view. The program runs for about one hour, and you may pause and return to it at any time (including days/weeks later). After you have watched the entire ethics training program, the House system will automatically designate you as having "completed" the annual ethics training. For verification of compliance with your annual ethics requirements for the Office, please print the status page (i.e. the "true"/ "false" summary page), date and sign it, and get it to the Office Manager for your personnel file.

SENIOR STAFF

"Senior Staff" is defined as individuals with a salary at or above $119,953.60 for 60 days or more for the calendar year.

All new Senior Staff members must complete the "new employee" basic ethics training class, *plus* an additional hour of ethics training, addressing issues applicable to senior staff. Follow the same directions as non-senior staff, and include in your pre-registration an additional hour of senior staff training.

All existing Senior Staff members must complete "existing staff" annual ethics training, *plus* an additional hour of ethics training addressing issues applicable to senior staff once per Congress.

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EXHIBIT 27

ETHICS TRAINING
THE DISTINCTION BETWEEN POLITICAL VS. CONGRESSIONAL ACTIVITIES

Overview: There is a fine line between congressional activities and political activities. Congressional duties are directly related to policy development, constituent relations, and casework. Political activities include anything relating to elections (*excluding* government oversight and reform) and campaigning (e.g. financing and fund raising, grassroots efforts, polling, et cetera). While you are in the office or engaged in your duties for the Office, political activities are strictly prohibited. While you are in the office or engaged in your official duties for the Office, you should (politely) decline comment and behavior constituting political activities and instead refer all such questions and requests to the Congresswoman's campaign office: Jared Webley, (509) 624-1199, jared@cathyforcongress.com.

Campaign activity rules in a nutshell:

1. **Any and all campaign activities:**
   a. **Must be done outside of the Office;**
   b. **on your own time; and**
   c. **without using any congressional office resources;**
2. **No staff member may in any way be compelled or required to do any campaign work; and**
3. **No staff member may make any financial contribution to CMR's campaign.**

Reasoning: It is unethical to use congressional resources financed by the tax payer to the benefit of an individual congressional member's self-interest in re-election and/or for any other campaign or political undertaking. Congressional members are public servants and their congressional resources must be utilized for the purpose of working for the public interest.

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D. Exceptions.

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d. *Questionnaires.* A questionnaire that is limited to *legislative issues* and content complying with Franking Regulations may be answered by the Office, even though the purpose of the questionnaire is to determine endorsement issues by the requesting organization.

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A. Definition

"On your own time" means time during which you are entirely free to pursue your own, individual interests. In our Office, that includes your lunch hour, after-work hours, and time you are on leave status as set forth in our Employee Handbook.

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3. The time spent on campaign activities *must* be charged against your accrued annual leave, promptly made-up to the Office, or deducted from your compensation. CMR is required to ensure that each employee performs *official* duties commensurate with the compensation that employee receives from the House, and therefore must adjust an employee's compensation for time owed to the Office for time spent on campaign activities.

COE.MCMRODGERS.057012

"Without Using Any Congressional Resources"

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"Contribution" does not include unpaid, volunteer services by the employee for CMR's campaign; you may volunteer your time and talent to CMR's campaign and not be in violation of the law which prohibits house employees from making campaign contributions to their employing Member.

Violation of this rule is also a criminal offense.

B. Exceptions to the "Absolute" Rule

1. Outlays an individual makes for his/her personal travel expenses (including food, transportation and lodging) traveling on behalf of the campaign, provided that the campaign promptly reimburses the travel expense (60 days if incurred by credit card and 30 days otherwise) *or* the individual's outlays do not exceed $1,000.00 per election.

2. Up to $1,000.00 per election for food, beverages, and invitations for a campaign event held in the individual's home or in a church or community center.

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2. Up to $1,000.00 per election for food, beverages, and invitations for a campaign event held in the individual's home or in a church or community center.

COE.MCMRODGERS.057014

3. Use of computer equipment connected with internet activities used for the purpose of influencing a federal election.

4. Contributions to multi-candidate political groups (e.g. PAC or Republican Congressional Campaign Committees), even though some of the proceeds may be used by the organization to benefit CMR, provided that you do not earmark the contribution for CMR.

5. There are several other very detailed, very limited, very specific exceptions. If you want to offer (on your own initiative and voluntarily) a contribution to CMR's campaign, you must get written, pre-approval from me first.

EXHIBIT 28

BF.CMR.HEC.030916.Q2.000049

U.S. HOUSE OF REPRESENTATIVES

EMPLOYEE HANDBOOK

FOR THE OFFICE OF

CATHY MCMORRIS RODGERS

This Handbook is effective as of **June 1, 2011**.
It supersedes any and all prior employee handbooks,
personnel policies and guidelines

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ACKNOWLEDGMENT OF RECEIPT OF EMPLOYEE HANDBOOK FOR THE OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS

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

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

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

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

_____ _____

(Date) (Signature of Employee)

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

PURPOSE OF THE HANDBOOK

This Handbook has been prepared to summarize the personnel policies and procedures that are applicable to employees of the Office of Congresswoman Cathy McMorris Rodgers (hereinafter referred to as "the Office"). You should read the information in this Handbook promptly and thoroughly so that you have an understanding of the policies and procedures of the Office. If you have any questions or concerns, please discuss them the Chief of Staff or District Director, or, if applicable, the Office Manager. Please recognize, however, that this Handbook cannot anticipate every situation or answer every question about your employment; it can provide only an overview of policies and procedures. It is not an express or implied employment contract or legal document, nor should its contents be considered a strict interpretation of the policies, procedures or benefits that are described in this Handbook.

This Handbook is effective as of June 1, 2011 and it supersedes any and all prior employee handbooks, personnel policies, and guidelines.

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

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

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Appendices

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

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

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I. POLICIES AND PROCEDURES

Management Rights

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

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

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

Statement of Equal Employment Opportunity Policy

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

Personnel Records

It is the policy of the Office to keep personnel-related information maintained in confidence to the greatest extent practicable. Information from employee files will be released only as follows:

- to the employee at his or her written request to be provided by the Office within a reasonable amount of time;
- to third parties, as required by judicial orders, subpoenas and law enforcement requests; and
- immediately to management with a need to know

Each current employee may review his or her own personnel file upon written request and may request, in writing, copies of any or all information contained therein, which shall be provided by the Office within a reasonable amount of time.

It is important that the Office and the House Payroll and Benefits Office be informed by you, in writing, on a timely basis, of any change with respect to the following:

- Your Name;
- Your Address;
- Your Home telephone number;
- Your Employment Eligibility (Form I-9).

It is your responsibility to inform the House Payroll and Benefits Office, in writing and on a timely basis of any change with respect to the following:

- Your Beneficiary designation (for insurance and other benefit plans);
- Your Number of dependents (for income tax withholding and insurance status/eligibility purposes);
- Your Marital status (for income tax withholding and insurance status/eligibility purposes);
- Any change in the number of exemptions you intend to claim on your taxes.

In addition, it is important that the Office maintain an emergency contact for each employee (in the event of injury or illness) and that the employee promptly notify the Office, in writing, of any changes with respect to the emergency contact.

All changes in your personnel-related information and all requests regarding your personnel records should be directed to the Office Manager, if applicable, and otherwise to the District Director.

There is only one personnel file authorized and maintained by the Office and that personnel file is located and maintained in the Spokane District Office. The Office Manager, if applicable, and otherwise the District Director is authorized and responsible for maintaining complete, accurate, up-to-date personnel records. The DC Office Staff Assistant is responsible for ensuring that all personnel documents (originals and copies as appropriate) related to the DC Office are forwarded to the Spokane District Office Staff Assistant in a complete and timely manner, and of keeping the Office Manager, if applicable, and otherwise the District Director, fully informed of all personnel matters.

Nepotism

Members and employees are prohibited by law from appointing, promoting, or recommending for appointment or promotion, their relatives, except as discussed below. Individuals with the following relationship to a Member may not be employed by the Member:

*	aunt	*	half-sister	*	son-in-law
*	brother	*	husband	*	stepbrother
*	brother-in-law	*	mother	*	stepdaughter
*	daughter	*	mother-in-law	*	stepfather
*	daughter-in-law	*	nephew	*	stepmother
*	father	*	niece	*	stepsister
*	father-in-law	*	sister	*	stepson
*	first cousin	*	sister-in-law	*	uncle
*	half-brother	*	son	*	wife

If, however, a House employee becomes related to the employing member (by marriage), the employee may remain on the Member's personal or committee staff. Similarly, if a Member becomes the employing authority of a relative who was hired by someone else (*e.g.*, the Member ascends to the chairmanship of a Committee or subcommittee for which the relative is already working), the relative may remain on the payroll. However, the Member may not then give that individual further promotions or raises, other than cost-of-living or other across the board adjustments. The statute does not prohibit a Member from employing two individuals who are related to each other, but not to the Member. (*See* House Ethics Manual at pp. 272-273). Contact the Office Manager.

Every employee must certify their relationship to <u>any</u> Member of Congress on a Certificate of Relationship form, available from the Staff Assistant for your Office location. If, at any time, the relationship of an employee to a Member of Congress changes, the employee must promptly inform the Chief of Staff and provide an Amended Certificate of Relationship to the District Director.

Payroll

Paychecks are distributed on the last business day of each month *via* direct deposit to the employee's chosen financial institution. Questions regarding direct deposit and possible alternatives should be directed to the District Office Staff Assistant. Questions regarding Benefits should be directed to the Office of Payroll & Benefits, Benefits Counselor at 202-225-1435.

Attendance Policy

I. <u>Basic Policy</u>

Attendance and punctuality are essential to the efficient operation of the Office. It is recognized that there are situations beyond an employee's control that may create absenteeism or tardiness. However, the Office cannot tolerate repeated unauthorized absences from work or tardiness in reporting to work, because such actions disrupt schedules and create a burden on fellow employees and the Office. Moreover, a Member is prohibited from retaining an employee on the payroll who does not perform official duties commensurate with the compensation received. (*See* House Rule XXIII(8)(a)).

If you are absent from or tardy for work for any reason, you must speak with your supervisor (or if your supervisor is unavailable, some other management employee), as early as possible before the beginning of the workday or shift. An employee who arrives more than 15 minutes after his or her designated starting time is considered tardy.

If you must leave work early, because of illness or other unavoidable reasons, you are responsible for personally notifying your supervisor and obtaining approval before departure. Absenteeism or tardiness that is considered to be excessive, in the sole judgment of the Office, or failure to follow reporting procedures, may subject an employee to appropriate disciplinary action up to and including termination.

II. Job Abandonment

If you anticipate an absence from work, whether for the entire day or for any portion of the day, you should notify the Office as far in advance as possible, so that work schedules and assignments can be adjusted accordingly. If an employee is absent from work for three consecutive work days without notifying or obtaining advance approval from your supervisor, it will be presumed that the employee has abandoned his/her position and his or her employment will be terminated, except under extenuating circumstances and in the sole discretion of the Chief of Staff.

III. Office Hours

Regular hours of operation are from 8:30 a.m. – 5:30 p.m., Monday through Friday. Telephones must be fully staffed during Office hours. The Office reserves the right to establish additional or modified hours of operation depending on the schedule of the House or at the discretion of the Office.

IV. Lunch Period

Lunch periods are established by each employee's immediate supervisor and, in all cases, will be no longer than one hour, without prior approval from the employee's supervisor. Exceptions to this policy will be granted consistent with the Office's leave policy, as set forth later in this Handbook, or in cases where a staff member is requested by his or her supervisor to attend an official function. Lunch periods for employees are rotated to ensure coverage of the telephones at all times.

V. Snow Days and Other Contingencies

Employees are required to be at work whenever the Office is open. When weather conditions or other emergencies make it unsafe to travel to and from work, the Office will be open for essential services only. This policy goes into effect only when media reports indicate federal government offices are completely closed due to inclement weather, or when the Chief of Staff or the District Director has determined that the Office will be closed. In addition, when inclement weather makes it unsafe for a particular employee to travel, leave status will be granted to those employees who, due to unsafe weather conditions, are unable to report to work, provided he/she submits a Leave Request Form (Appendix C) to his/her supervisor on the next business day he/she is able to come into the Office.

Time and Attendance Records

Time and attendance records will be kept for each employee. The District Office Staff Assistant is responsible for maintaining proper records for all categories of leave and ensuring that time and attendance are recorded and reported properly by the employees. The Staff Assistant in the D.C. office is responsible for ensuring that time and attendance are recorded and reported properly by the D.C. employees, and is responsible for forwarding that information accurately and timely to the District Office Staff Assistant on an at least a weekly basis.

Employee Classification

Employees are classified into one of the following two categories:

1. Employees who are exempt from the overtime requirements of the Fair Pay Labor Standards Act as incorporated by the Congressional Accountability Act: Those who are not required to be paid overtime for all hours worked in excess of 40 hours in one work week. Exempt employees are expected to work whatever hours are necessary to meet the job responsibilities and needs of the Office.

2. Employees who are non-exempt from the overtime requirements of the Fair Labor Standards Act as incorporated by the Congressional Accountability Act: Those who are required to be compensated for all hours worked in excess of 40 hours per week.

The employee classification determination is based on the actual job duties and responsibilities of the employee.

The workweek for the Office begins at 12:01am on Sunday and ends at 12:00am on Saturday.

Overtime for Non-Exempt Employees

The basic work week will consist of 40 working hours for non-exempt employees. However, your supervisor may ask you to work overtime or to be available for duty other than during normal work hours. Scheduling additional work hours requires the prior approval of your supervisor or other appropriate management personnel and an overtime preauthorization form (Appendix D) must be completed prior to working overtime. Failure to secure permission from the appropriate supervisor prior to working overtime may result in disciplinary action, up to and including termination.

Comp Time for Non-Exempt Hourly Employees

Non-exempt employees who work more than 40 hours in a work week will be compensated at time and one-half for all hours over 40, or will be given time off at a one and a half rate in a subsequent work week within the same pay period for hours worked over 40. The determination of whether compensation will be in overtime pay or overtime time off ("comp time") will be made by the Office. Time off or compensation for overtime worked may not be transferred from one pay period to the next. Only time actually worked (and not Holidays, annual leave, or sick leave), is counted as hours worked for purposes of calculating overtime compensation.

Discretionary Additional Time Off for Exempt Salary Employees

In appreciation for an exempt salaried employee's extraordinary effort, an exempt salaried employee who works three hours or more on a Saturday, Sunday and/or Holiday ("Holidays" are designated later in this Handbook) in addition to their normal and customary work week, shall be eligible to request one day off from work for each Saturday, Sunday and/or Holiday he or she also works in addition to their normal and customary work week (hereinafter referred to as "Discretionary Time Off").

In order to have their request considered, the employee must submit a properly completed Request for Leave Form (Appendix C) to his/her supervisor, no later then the next normal business day that the employee's office is open. For the Spokane office, both the employee's supervisor and the District Director must

approve the Discretionary Time Off. In addition, the requested Discretionary Time Off must be proposed to occur within two weeks following the Saturday, Sunday and/or Holiday that the employee worked; and must not result in the employee having more than one extra consecutive day off from work (e.g. the employee normally has Saturday and Sunday off, and is requesting two days of discretionary time off, then the employee may request the next two Fridays off, but may not request a consecutive Thursday and Friday, or a consecutive Friday and Monday off).

In no event shall Discretionary Time Off accrue or otherwise carry forward beyond the two weeks immediately following the Saturday, Sunday and/or Holiday that the employee worked. In no event shall Discretionary Time Off exceed two days per month. In every event, whether granted or denied, the completed request form, signed by the supervisor, must be delivered to the District Office Staff Assistant for proper entry into the Office records and personnel files.

The approval or denial of a Discretionary Time Off request is entirely within the sole discretion of the Office.

Conflicts of Interest/Ethics in Government Act

All employees of the Office must strictly comply with the provisions of the Ethics in Government Act, House Rule XXV and other applicable House Rules regarding outside income, gifts, and personal financial disclosure. Moreover, it is the responsibility of the employee to become familiar with the requirements of House Ethics rules as well as the requirements of House Rule XXIII. Questions should be discussed with the Office Manager, if applicable, and otherwise with your supervisor. Failure to comply may be grounds for dismissal.

The Committee on Standards of Official Conduct has prepared forms for financial disclosure, together with a detailed explanation of requirements of the Ethics in Government Act. Questions regarding *financial disclosure* may be directed to the Committee on Standards of Official Conduct at 202-225-7103.

Employees of the Office are not to engage in conduct that constitutes a conflict of interest or a potential conflict of interest. In general, a "conflict of interest" is any situation in which an employee's conduct in his or her job conflicts with his or her private economic affairs. In addition, page 186-187 of the House Ethics Manual extends the definition to situations

and circumstances which pose a "risk of impairment of impartial judgment."

Generally, acceptance of gifts, other than from family and close personal friends, is prohibited by House Rule XXV. Therefore, you must contact the Office Manager, if applicable, or otherwise your supervisor regarding any offers of gifts, money, or other benefits offered by a lobbyist or anyone that has dealings with the Office.

Contact the Office Manager, if applicable, and otherwise your supervisor if you have even the slightest concern that particular conduct, including but not limited to, the acceptance of any gift, might constitute a conflict of interest or a violation of House Rules or Federal law.

Employees should err on the side of caution when confronted with a potential conflict of interest and discuss the matter with the Office Manager, if applicable, or otherwise with your supervisor for clarification and resolution.

Outside Employment

Employees of the Office may not secure employment outside the House which conflicts with the performance of their official duties. Further, House employees who engage in private employment may not do so to the neglect of their Congressional duties, on "official time" for which a salary is received from the United States Treasury, or if the employment is gained through the improper use of their official positions. It is the responsibility of each employee to fill out the Outside Employment Authorization Form (Appendix H), to submit the Form to the Chief of Staff, and to obtain prior written approval from the Chief of Staff prior to accepting or engaging in any outside employment.

In addition, certain employees face limitations on outside employment and earned income under House Rule XXV. All employees assume full responsibility for complying with House Rules and federal law. Contact the Office Manager, if applicable, and otherwise your supervisor if you have any questions about outside employment.

Upon separation from employment with the Office, certain employees are prohibited from lobbying certain Members of Congress or their staff for a period of at least one year. For more information contact the Committee on Standards of Official Conduct at 202-225-7103.

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Campaign Work and Political Activities

Employees of the Office may engage in campaign work only on their own time, and only when their Campaign Work Authorization Form (Appendix G) has been pre-approved by the Chief of Staff in writing.

Official House property, equipment and resources may not be used for campaign activities. Campaign contributions may not be solicited on, or for delivery to, House property.

The 2/28/96 Congressional Research Service (CRS) publication *Campaign Activities by Congressional Employees*, provides a good summary of regulations that govern the participation of House employees in campaigns and campaign fund-raising. If you have any questions or concerns, contact the Office Manager, if applicable, and otherwise your supervisor.

Domestic/Foreign Gifts and Travel

Rules of the House and the Foreign Gifts and Decorations Act govern your conduct relating to travel to foreign countries and the acceptance of gifts or hospitality from foreign nationals or governments. Employees are required to obtain the prior approval of the Chief of Staff in writing, before traveling to foreign countries on House business or accepting gifts from foreign nationals or governments. In addition, you are required to work through the Office Manager, or otherwise as directed by the Chief of Staff, in completing all pre- and post-travel requirements of the House.

Reimbursement for Official Expenses

Non-Travel Related Expenses

No employee may incur official expenses in excess of $50.00 per week without the prior approval of the District Director. "Official Expenses" are defined by the Regulations of the Committee on House Administration as reflected in the Member's Congressional Handbook and are strictly limited to expenses related to official and representational duties for the district from which the Congresswoman was elected.

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Travel-Related Expenses

No prior approval is required for requests for mileage reimbursement.

Travel outside of the 5th Congressional District for Washington State office employees, and travel outside of DC for DC office employees, requires the pre-approval of the District Director. Employees traveling outside of their geographic office area will be reimbursed not more than $50.00 per day for food plus $50.00 per day for non-mileage related expenses, unless prior approval is obtained from the District Director. In general, no approval will be granted for air fare expenses in excess of $450.00 round trip, for lodging expenses in excess of the federal per diem for the location, and for car rental expenses not pre-approved.

Procedure

Travel-related ticketing, rental car and lodging requests must be submitted in writing to the District Office Staff Assistant for District staff and to the Executive Assistant for DC staff at least 30 days in advance of travel, or as soon as reasonably possible under the circumstances, using the Travel Request Form (Appendix E). You are responsible for making the travel, rental car and lodging arrangements at the best possible rates and for holding those reservations, pending cost-approval by the District Director and payment arrangements by the District Office Staff Assistant/ Executive Assistant (as is possible – note that it may not be possible for the Office to pre-pay some or all of these expenses). You may **not** pay these expenses yourself and submit a request for reimbursement, unless so directed by the District Director – all travel-related ticketing, rental car and lodging expenses must be pre-paid by the Office, unless other directed by the District Director.

To be approved, requests for reimbursement for official expenses must be on the House Finance Office approved vouchers (Appendix F), which you may obtain from the Staff Assistant for your office location. Only requests for reimbursement submitted in accordance with the Regulations of the Committee on House Administration as reflected in the Members' Congressional Handbook will be processed for payment.

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If the voucher is not properly completed and/or is not submitted to the District Office Staff Assistant **within 30 days (for cash expenditures) or within 60 days (for credit card expenditures) then reimbursement may not be made. All requests for reimbursement must be received by the District Director and District Staff Assistant by December 15th of each year or the reimbursement request will not be paid, unless specific prior approval otherwise is obtained from the District Director.**

Timely, properly submitted reimbursement vouchers will be paid by the House Finance Office through direct deposit.

Any procedural questions about reimbursement may be directed to the Office Manager and/or to the District Office Staff Assistant/ Financial Administrator.

The Frank

The "frank" is the term applied to the use of the signature of a Member of Congress on mail *in lieu of* postage.

All staff of the Office should review the publication Regulations on the Use of the Congressional Frank, published by the Commission on Congressional Mailing Standards (Franking Commission), before sending any mail for the Office.

The frank is to be used only for official business. Under no circumstances should the frank or other official resources be used for an employee's personal mail. This rule applies to "inside mail" as well.

The frank cannot be used on mail to foreign countries (other than via APO or FPO boxes). Letters or documents to foreign officials should be sent in care of the country's consulate in the United States. If that is not possible, weigh the letter/document and obtain the proper amount of postage from the Staff Assistant in your Office.

For more information on franked mail, see Official Mail Expenses, of the *Members' Congressional Handbook* as well as the House Ethics Manual's discussion of the topic. Questions regarding use of the frank, and requests for advisory opinions on the frankability of mail, should be submitted to the Communications Director.

Mass Mailings

The Office is required by House Rule XXIV and 2 U.S.C. § 59e(f) to seek an advisory opinion as to whether proposed mass mailings are in compliance with all applicable laws, rules and regulations, from the Commission on Congressional Mailing Standards (Franking Commission). A mass mailing is generally defined as any mailing of 500 items or more of substantially identical content within any session of Congress.

Compliance with these requirements is extremely important because the Office is responsible for complying with all applicable provisions of Federal law, House Rules, and Regulations of the Commission on Congressional Mailing Standards and the Committee on House Administration. Therefore, the prior, written approval of the Communications Director is required before any mass mailing is undertaken.

The Office Drug and Alcohol Abuse Policy

I. Basic Policy

The Office strictly prohibits the unlawful manufacture, sale, distribution, dispensation, possession, or use of controlled substances in the workplace or while on paid time. This policy also strictly prohibits all employees from being under the influence of drugs (see discussion below for prohibited drug use) or alcohol while on paid time or while on workplace premises.

Prohibited drug use includes any and all controlled substances except those taken pursuant to, and in compliance with, a prescription from a licensed health care professional. Prohibited drug use also includes the medically unauthorized taking of any prescription drug as well as the use of prescription medications illegally obtained or used in a manner inconsistent with the direction of the prescribing, licensed health care professional. Finally, prohibited drug use includes the abuse of over-the-counter medications used in a manner inconsistent with its intended purpose so as to affect the performance of the employee.

As a condition of employment, employees must notify the District Director and/or the Chief of Staff immediately of any *charge* made against them by law enforcement for any violation(s) of federal and/or state criminal drug and/or alcohol laws *while they are engaged in their official duties*; and of any *conviction* for any violation(s) of federal and/or state criminal drug and/or alcohol laws *at any time* while they are employed by the Office.

II. Non-Discrimination Policy

The Office complies with all provisions of the Americans with Disabilities Act ("ADA"). No employee or applicant for employment who is currently drug-free will be denied employment or otherwise discriminated against solely because of the individual's prior abuse of drugs, prior treatment for drug abuse, or status as an alcoholic or a recovering drug addict. However, the ADA does not protect employees who are current users of illegal drugs nor does it protect employees who violate the Office Drug and Alcohol Abuse Policy, as described above.

III. Voluntary Treatment and Counseling

The Office encourages all employees who need assistance in dealing with alcohol or drug dependency problems to seek counseling through the various private and public agencies and programs that exist in their communities. Employees may also seek assistance by contacting the Office of Employee Assistance, 202-225-2400. Requests for voluntary treatment and related matters will be kept as confidential as possible, and, in accordance with the law, the Office will reasonably accommodate an employee's attempt to address dependency problems. Employees may not, however, escape discipline by requesting treatment or leave only after having been notified of disciplinary action for violating the Office's Drug and Alcohol Abuse Policy.

IV. Fitness for Duty

Employees are responsible for notifying the District Director for Washington State employees and the Chief of Staff for the DC office employees of any conditions, including but not limited to the taking of medically authorized prescription drugs, that may impair the employee's ability to perform his or her job in a safe or effective manner. The Office will attempt to ensure that the disclosure and substance of such information is kept confidential and that it will be disclosed only to individuals with a legitimate need to know. No employee will be discriminated or retaliated against as a result of his or her disclosure of such information. The disclosure is required only to ensure safety in the Office and to protect the employee against any inaccurate assumptions that might otherwise be made about the employee's performance.

V. Discipline for Violation of This Policy

Employees who violate this Drug and Alcohol Abuse Policy and/or the Fitness for Duty Policy may be disciplined, up to and including immediate termination.

Smoking Policy

To provide a safe and healthy working environment for all employees, smoking is prohibited in the Office. Employees who violate this policy may be subject to disciplinary action up to and including termination. All employees share responsibility for maintaining a smoke-free workplace.

Employees interested in attending a smoking cessation program should contact the Office of Employee Assistance at 202- 225-2400.

Personal Use Policy

The House Rules allow for personal use of House equipment (e.g. phone, computer) and supplies (e.g. paper, pens) only if such use is negligible in nature, frequency, duration and expense.

Recycling Policy

The Office cooperates fully with the House of Representatives Recycling program. Labeled recycling bins are located throughout the D.C. office and the Washington State district offices. Please take note of the locations of these bins and make every effort to recycle materials accordingly. For more information, please contact the Staff Assistant for your Office.

Use of Official Stationery

Use of official stationery of the Office by staff members is strictly limited to correspondence relating to the official capacity or responsibilities of the staff member. Use of official stationery for personal business or matters unrelated to the Office is strictly prohibited and subjects such users to appropriate discipline up to and including termination. For guidance on this issue, please speak with the Office Manager, if applicable, and otherwise with the District Director, or refer to the House Ethics Manual.

Safety and Security Policy

It is the policy of the Office to maintain safe working conditions for its employees. Accordingly, all employees are expected to abide by applicable safety and security rules and regulations within House facilities. Failure to observe general safety procedures, neglect of the safety of others, or the commission of unsafe acts is unacceptable. If you have questions, refer to the Security Procedures Manual for your Office or ask the Staff Assistant for your Office.

DC Office:

Visitors who are uninvited and unwanted in the Office, in circumstances where an employee of the Office is unable to speak freely, can be removed from the Office by calling the U.S. Capitol Police at 202-224-5151 and stating "the books are ready to be picked up in room ___."

Bomb threats should be reported immediately to 9-1-1. A Bomb Threat Checklist is available from the House Sergeant-at-Arms at 202-225-2456.

Threats to the physical safety of a Member or employee of the Office should be reported to the House Sergeant-at-Arms at 202-225-2456, and to the Chief of Staff.

If you are injured while at work, you must report the injury immediately to the Staff Assistant for your office. You must also complete a notice of injury report (Form CA-1), which is available from the Office of Payroll and Benefits, B215 Longworth HOB, 202-225-1435, and submit it to the Office Manager, if applicable, or otherwise to the District Director.

All employees are issued identification cards that allow access to the House office buildings. You must immediately report lost or stolen I.D. cards and keys to the Sergeant-at-Arms Office of Identification Services, 321 Cannon HOB, 202-225-3820, and a new I.D. card will be issued to you. Because an I.D. card is House property, it must be returned upon termination of employment.

Loaning or sharing of I.D. cards and office keys is a serious safety breach. Employees who engage in such behavior may be subject to discipline, up to and including termination.

The nature of employment on the Hill is such that it may require you to work late hours. In the event that an employee is in a position in which he or she is going to be walking to his or her car or the Metro station alone, the employee is encouraged to contact the Capitol Police for escort. The number for Escort Assistance is 202-224-5151.

Spokane Office:

Visitor who are uninvited and unwelcome in the Office, in circumstances where an employee of the Office is unable to speak freely, can be removed from the office by calling another staff member and stating "could you bring out the ***blue file*** with the information about _____?" "Blue file" is the code for "I need help out here, press the nearest panic button, or call 9-1-1 if you cannot unobtrusively reach a panic button".

Bomb threats should be reported immediately to 9-1-1. You should keep a Bomb Threat Checklist card under your office phone at all times, which is available from the Staff Assistant.

Threats to the physical safety of a Member or employee of the Office should be reported to the House Sergeant-at-Arms at 202-225-2456, as well as to the Chief of Staff and District Director. Immediate threats should be reported immediately.

If you are injured at work, you must report the injury immediately to the Office Manager, if applicable, and otherwise to the District Director. You must complete a notice of injury report (Form CA-1), which is available from the Office of Payroll and Benefits, 202-225-1435 or ask the Staff Assistant.

All employees are issued key cards that allow access to the Office building. You must immediately report lost or access cards and keys to the Office Manager, if applicable, and otherwise to the Staff Assistant.

Loaning or sharing of key cards and office keys is a serious safety breach. Employees who engage in such behavior may be subject to discipline, up to and including termination.

Additional information is contained in the Office Security Procedures Manual.

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Walla Walla and Colville Offices:

Each office has its own Security Procedures Manual. Contact your Deputy District Director for the safety procedures maintained for your District Office.

Office Property

All staff members play an important role in the political process, and enjoy a relationship of trust and confidence with the Member. Inherent in this relationship is the expectation that staff members understand the need to protect sensitive and confidential information, and work at all times for the good of the Member and his/her constituents.

To assist the Member in performing his/her duties most effectively and efficiently, it is imperative that the Office have immediate access to all Office files and other property. For example, in an employee's absence, the Office may need to enter and search an employee's work area to retrieve work-related materials. The Office also must retain its ability to locate missing property promptly and to investigate suspicious activities in the Office. Therefore, the Office reserves the right to inspect and search all areas and property in the Office at any time, for these reasons, or any other reason within its sole discretion, without notice or consent.

All inspections and searches must be preauthorized by the Member and/or the Chief of Staff and/or the District Director. Inspections, searches and investigations can include, without limitation, the examination of physical files, computer files, e-mail, voice mail, file cabinets, desks, work stations, closets, storage areas, manuals, equipment, and all other Office property and areas. For these reasons duplicates of all keys issued to the staff are maintained, and the passwords for your telephone voicemails are assigned. Your voicemail will remain active for up to 60 days following termination of your employment, so that the Office may receive those messages and act on them appropriately. The Office also reserves the right to search packages and other containers within the Office to investigate suspicious activities.

Employees should leave valuable items at home. The Office cannot be responsible for the loss, theft or damage of any property brought into the Office. Additionally, employees should report any suspicious activity they observe in the Office to the Chief of Staff, District Director, the Deputy District Director or the Staff Assistant. As a condition of continued employment, the Office expects each employee to assist with the Office's efforts to maintain the confidentiality of Office activities, and to help provide for employee and Office security.

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For the reasons described above, employees should not harbor any expectation of privacy in the office or equipment that is provided to them by the Office.

Emergencies

You will be asked to provide the Office with the name and telephone number of someone to contact on your behalf in the event of an emergency. Should your "emergency contact" person change, please notify the District Office Staff Assistant immediately. It is the duty of the employee to inform the staff assistant for your office of any changes to information concerning persons to contact in case of an emergency.

DC Office:

If a medical emergency occurs during working hours or on the premises, you should immediately contact the Capitol Police at 911 or the Attending Physician's Office at 202-225-5421. The Physician's Office is open 9:00 a.m. to 5:00 p.m., or until adjournment, Monday through Friday. In the case of a minor injury or illness, go immediately to one of the First Aid Offices, which are in the following locations and are open 9:00 a.m. to 5:00 p.m., Monday through Friday:

H-166	The Capitol,	x5-5421
110	Cannon HOB,	x5-3470
1204	Longworth HOB,	x5-2500
B344	Rayburn HOB,	x5-7131
H2-145	Ford HOB,	x5-2442

District Offices:

If a medical emergency occurs during working hours or on the premises, you should immediately call 9-1-1.

Computer Policy

Certain employees of the Office are assigned personal computers for use in the conduct of their official duties. Specific guidelines and instructions regarding the use of the Office's computers will be provided by the Staff Assistant for your office to each employee that is assigned a computer.

Under certain circumstances, it may be necessary to access the employee's computer to recover documents. Therefore, the Office

reserves the right of access to any computer or file on the Office's computer system. Accordingly, employees should not harbor any expectation of privacy in documents created on the equipment provided to them by the Office.

Computer viruses can be transmitted via software or data files, and have the potential of stopping all work on the Office's computer system. Therefore, employees who are assigned computers must scan all computer disks for viruses, especially if a diskette has been used outside of the Office. Contact our designated contact person at Lockheed Martin at 202-378-2480 if you have any questions or need assistance regarding software.

Employees of the Office may not make unauthorized copies of any software licensed to the House or to the Office and remove it from the Office. Employees are also prohibited from using unlicensed software anywhere on the Office's computer system.

No software can be loaded onto any computer or the system without direct authorization from our designated contact person at Lockheed Martin at 202-378-2480 to ensure that only legal copies of software are running on the system and to protect the computer system from viruses.

Employees who access House computer systems remotely are responsible for maintaining the security and integrity of such systems. Passwords and other means of access must be safeguarded, and each employee is responsible for notifying the Staff Assistant for your office of any breach, or potential breach, of security or integrity of such systems.

Employees are prohibited from moving computers, printers, or other computer equipment of the Office without first contacting and obtaining the approval of our designated contact person at HouseCall LLC at 202-731-0225.

Employees are responsible for compliance with all regulations of the Committee on House Administration.

Electronic Mail Policy

Electronic Mail ("e-mail") is provided as a communications tool to all employees of the Office and should be used with the same rules of professional behavior that apply to the telephone. E-Mail may not be used to commit an unlawful act, to harass or annoy another employee, for

personal communication, or to advertise or promote outside business or other non-office related activities.

Employees should not read the e-mail of others. Occasionally, an employee may be assigned to review the e-mail messages of another employee for legitimate purposes. However, an employee must have prior approval from the employee whose email is being read or from the Office Manager, if applicable, or otherwise the District Director prior to reviewing the e-mail files of another employee.

It is possible that other employees or third-parties may inadvertently view your e-mail messages. Because there is no guarantee of absolute privacy with e-mail, it is imperative that all employees use good judgment when using the e-mail system.

Management expressly reserves the right to review the e-mail files of any employee, with or without notice, for any reason within its discretion, including but not limited to investigating wrongdoing or security breaches, monitoring compliance, or obtaining work product.

Internet Use Policy

Internet access is a privilege and not a right of employment. Incidental personal use of Office resources to access the Internet is permissible only to the extent that such use is negligible in nature, frequency, time consumed, and otherwise conforms with the regulations of the Committee on House Administration and the Code of Official Conduct (House Rule XXIII). Employees should harbor no expectation of privacy with the use of their computers, including the Internet websites they access, browse or download.

The following guidelines are intended to provide some direction in the use of the Internet. This list is not exhaustive and employees should request guidance from the Office Manager if there is any doubt as to whether a particular use of the Internet violates the policy of the Office.

- Employees are strictly prohibited from using Office equipment for any form of communication or use of the Internet that would discriminate against or harass individuals based on such individuals' race, color, religion, sex, age, military status, disability, or national origin.
- Use of the internet shall be in a manner that represents the Office and/or the House of Representatives creditably;
- Use shall not be for personal profit or gain;

- Use shall not be in a manner to, intentionally or otherwise, cause damage, disruption, or malfunction of Office or House systems or networks;
- Use shall not be to intentionally access or attempt to access information on Office or House systems in an unauthorized manner;
- Use shall not be inconsistent with the mission of the Office; and
- Use shall be in a manner consistent with all applicable laws, rules and regulations.

Employees should always err on the side of caution when accessing websites that are not related to their official job duties. Employees who violate this policy may be disciplined, up to and including termination.

Media Relations, Questionnaires, and Written Inquiries

Only the Congresswoman and the Communications Director are authorized to communicate with members of the press, and to answer questionnaires and other written inquiries from third parties, without direct, prior permission from the Congresswoman, or the Communications Director. Staff members receiving requests or contacts from the media, or other non-governmental personnel regarding any issue related to their employment should report them to the Communications Director immediately.

Open Door Policy

The Office recognizes that open communication between employees and management is an essential element of a productive work environment. To that end the Office has adopted an Open Door Policy, which means that any employee can discuss any work-related issue with any supervisor or management personnel at any time. The Open Door Policy has been established to enable employees to seek resolution of job-related issues. It is intended to create a process whereby employees can raise any job-related questions or concerns they have with the assurance that these issues will be addressed promptly and effectively by a person with authority to effectuate resolution.

Employees are encouraged to discuss job-related concerns or questions with their immediate supervisor. If an employee fails to get satisfaction from his/her immediate supervisor, or the supervisor is involved in the issue or concern, the employee may discuss the issue with a higher-level supervisor, including the Chief of Staff and the Congresswoman.

It is the responsibility of all management personnel to respond to Open Door Requests in a timely and objective manner. Retaliation is prohibited against any employee because he/she uses the Open Door Policy, and against any participant in any investigation prompted by any such complaint or inquiry.

Confidentiality

During your employment with the Office, you will be exposed to certain information of a sensitive or confidential nature. It is critical that confidentiality be maintained by all employees who work for the Office, that no disclosure of confidential information be made to anyone except as required in the performance of work, and that no use be made of confidential information for personal gain or advantage, or for the harm of others either during or after your employment with the Office.

Examples of sensitive or confidential information may include information designated as classified or secret by the government, matters involving the personal or professional lives of Office employees or the Congresswoman, internal legislative or political strategy, personal information regarding constituents, and internal operations of the Office, among others.

Employees of the Office have access to confidential and sensitive information and, as a result, have a fiduciary duty to the Office and the U.S. House of Representatives. A "fiduciary duty" means a duty of utmost good faith, fair dealing, and loyalty to the Congresswoman, the Office, and the U.S. House of Representatives. The duty also requires the employees of the Office to hold in confidence all confidential and sensitive information of any kind in accordance with the Code of Ethics in Government Service found in the House Ethics Manual. Under that Code, employees are precluded from using information coming to them confidentially in the performance of their governmental duties as a means for making private profit. Accordingly, it is the Office policy that all staff shall not publish any article, book, transcript, or other written piece or grant an interview or act as an advisor on any such publication without the prior, written approval of the Chief of Staff.

Strict observance of this policy by all employees is of great importance to the effective operation of the Office. Violations of this policy may result in discipline, up to and including immediate termination.

If you discover a violation of this policy, you have the responsibility to notify the Chief of Staff immediately. Failure to so report may result in discipline, up to and including immediate termination.

Non-Fraternization Policy

All employees have the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. As such, the Office expects that all relationships in the workplace will be business-like and free of harassment. The Office also recognizes that some staff members may feel intimidated or uncomfortable if asked out on a date by a co-worker. In this context, a "co-worker" includes any member of the Office staff, whether part-time, full-time, shared, volunteer, intern, fellow, supervisor, management, or otherwise employed by the Office. In order to minimize the likelihood of the occurrence of this type of situation, or any other potentially uncomfortable situation, it is management's belief that it is in the best interest of the Office to strongly discourage fraternization between co-workers. In this context, "fraternization" means dating or engaging in sexual activity with co-workers. Any employee who acts in a manner inconsistent with this policy or with the Anti-Harassment Policy may be subject to discipline, up to and including termination of employment with the Office.

Anti-harassment and Anti-discrimination Policy

I. Basic Policy

As an equal opportunity employer, the Office of Congresswoman Cathy McMorris Rodges is firmly committed to providing a work environment free from discrimination, harassment or intimidation on the basis of race, sex, age, religion, disability, color, national origin, military status, or any other basis prohibited by law. This commitment applies to all hiring, discharge, promotion, pay benefits, reassignments and other personnel actions affecting the terms, conditions, and privileges of employment. This commitment extends to making reasonable accommodations that enable qualified disabled individuals to perform the essential functions of their jobs.

All employees will be treated, and are to treat each other, fairly and with respect.

Employees will not be subjected to, and will not subject each other to discrimination or harassment of any kind.

The Office will not tolerate any of the following actions:

- making any employment decision or taking any employment action that is based on race, sex, age, religion, disability, color, national origin, military status or any other basis prohibited by the Congressional Accountability Act;

- acting in a way that may create a hostile, offensive, intimidating or demeaning environment on the basis of an employee's race, sex, age, religion, disability, color, national origin, military status, or any other basis prohibited by the Congressional Accountability Act.

II. Definition of Sexual Harassment

There are two basic forms of sexual harassment.

Prohibited "quid pro quo" sexual harassment may occur when a supervisor or manager makes unwelcome sexual advances, requests sexual favors, or engages in other verbal or physical conduct of a sexual nature, if the implication is that submission to such conduct is expected as part of the job. It would also be unlawful for a supervisor or manager to make employment decisions affecting the individual on the basis of whether the individual submits to or rejects sexual conduct.

Prohibited "hostile work environment" sexual harassment may occur when unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. This may include, for example, displaying sexually suggestive material in the workplace, unwelcome flirtation or advances, requests for sexual favors, or any other offensive words or actions of a sexual nature.

III. Other Prohibited Forms of Harassment

In addition to the sexual harassment discussed above, harassment on the basis of race, color, disability, sex, religion, age, military status or national origin can constitute unlawful employment discrimination. Insults, jokes, slurs, or other verbal or physical conduct or activity relating to race, color, sex, religion, age, disability, military status or national origin are unlawful if they create an intimidating, hostile, or offensive work environment; or if they unreasonably interfere with an individual's work performance.

IV. Employee's Responsibility

Personal behavior and language that are "acceptable" to one individual may be "offensive" to another. All employees must recognize that the focus of this prohibition is on the effect of one's action, not the intent. Even an employee who believes he or she is "just kidding around" or "didn't mean any harm" may act in ways that have the effect of intimidating or demeaning another employee, and thereby violating this policy.

V. Procedures

It is the intention of the Office to stop harassment before it rises to the level of a violation of law. As part of this effort, any employee who believes that he/she has been subjected to or has witnessed actions that violate this policy should promptly make a report to management in order for management to immediately investigate and take corrective action where appropriate. The employee should not wait until the actions become severe or pervasive but should report such activity immediately. The employee may advise his or her direct supervisor, the next level supervisor, or any other management official with whom the employee feels comfortable discussing such issues. The Office will protect the confidentiality of harassment allegations to the extent possible. The conduct of an effective investigation requires sharing information with those who have a "need to know." Any documents created or obtained concerning the harassment investigation will be treated with the same degree of confidentiality. Anyone who, in good faith, brings such a matter forward is assured that he or she will not suffer any retaliation, discrimination, harassment, or reprisal for having done so.

The Office strictly prohibits retaliation against anyone who reports an incident in violation of the anti-harassment/anti-discrimination policy or anyone who participates or aids in an investigation of a complaint.

Any employee who violates any aspect of this policy, including the prohibition against retaliation, will face appropriate discipline, up to and including termination.

Performance Reviews

The Office will periodically review with the employee his/her job performance and discuss his/her job interests and career goals. The Office does this to bring to the employee's attention both areas in which he/she is performing well and those that need improvement; to give the Office and employee an opportunity to discuss methods and ideas for maximizing performance and efficiency for both the employee and the Office; and to discuss career development and/or satisfaction. Performance evaluations can also influence decisions regarding pay increases. The Office will conduct annual reviews, which reviews will include self-evaluation, peer review, and conferencing with your supervisor.

Some of the factors the Office considers in its evaluation of employees include:

* quality of work;
* goal achievements;
* job skills;
* dependability;
* attendance and punctuality;
* ability to work cooperatively with colleagues and constituents;
* knowledge and implementation of initiatives;
* willingness to assume responsibility and to develop ideas;
* willingness to accept direction;
* ability to give direction where applicable;
* adherence to ethical standards, House regulations, and Office policies; and
* improvement since the last review.

The Office will provide each employee the opportunity to comment on the evaluation. Employees should understand that an evaluation does not alter the employee's at-will relationship or create a contract with the Office as described elsewhere in this Handbook.

Personal Appearance Policy

Employees should dress, groom, and maintain personal hygiene in a manner which enhances the professional and public relations of the Office, as well as the safety and productivity of all staff members. This includes wearing neat, clean, business attire which is neither distracting nor offensive to visitors, constituents, or co-workers. Management reserves the right to judge when an employee fails to meet this standard and to instruct the employee to cure the deficiency. Violation of this policy may lead to disciplinary action, up to and including termination of employment.

Employee Conduct and Discipline

To ensure that all employees are working in a safe, productive and harmonious environment and that the Office is able to operate at optimum efficiency, certain general standards of personal conduct and job performance have been established.

Your actions are a direct reflection on the Member, the Office and the House of Representatives. Actions that reflect poorly on the Member, the Office or the House of Representatives are grounds for disciplinary action, up to and including termination.

Standards of job performance are determined by the employee's position. Standards of personal conduct, however, are uniform throughout the Office. Employees are expected to be courteous and respectful, and to conduct themselves at all times in a manner which shall reflect creditably on the House of Representatives.

I. Discipline

While it is anticipated that most problems will be resolved through the cooperation of employees, there are times when inappropriate conduct or inadequate performance may result in disciplinary action. While this office does not employ mandatory progressive discipline, appropriate disciplinary action may, at the sole discretion of the Office, include probation, counseling, suspension (with or without a pay reduction), demotion, or other actions, up to and including termination. It is within management's sole discretion to determine appropriate measures based upon the circumstances of each individual disciplinary matter.

II. Insubordination

Employees are expected to follow directions given by a supervisor or a person in authority. Failure to perform or unreasonably delaying the performance of instructions given by a supervisor or person in authority is unacceptable and may result in disciplinary action, up to and including termination of employment.

III. Misconduct

The following actions are unacceptable and may result in appropriate disciplinary action. The determination of whether or not the misconduct identified below occurred or not, the magnitude of the misconduct, and the severity of the resulting discipline, up to and including termination of employment, are within the sole discretion of the Office. The misconduct identified below is merely illustrative, is not intended to be a complete list of misconduct, is not intended to be listed in order of severity of the conduct, does not limit the disciplinary authority of the Office, and does not alter the Office's at-will employment policy:

1. Misrepresenting or withholding information on an employment application or House records, including time cards, injury reports, leave reports, personnel documents, etc.

2. Removing House property, records, or documents without proper authorization.

3. Releasing sensitive or confidential information without proper authorization; allowing access to such information by unauthorized personnel; or using such information or property for personal reasons.

4. Unauthorized possession, willful destruction or abuse of House property or the property of any individual on the premises.

5. Entering a restricted area or allowing another person to enter a restricted area without proper authorization.

6. Excessive absenteeism or tardiness without proper authorization.

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7. Unexcused absence from work.

8. Use of abusive, threatening or obscene language; use of language that adversely affects morale, production, or maintenance of discipline.

9. Engaging in any type of harassment.

10. Performing personal or campaign business during working hours or using the frank, official stationary, or other official resources for personal benefit.

11. Violating the Office's alcohol and drug abuse policy.

12. Possessing dangerous weapons on the premises.

13. Illegal or disorderly conduct of any kind such as fighting, wrestling, roughhousing, or any other activity hazardous to life, limb or property.

14. Failure to abide by the leave policies of the Office.

15. Failure to follow House Rules and federal statutes concerning the acceptance of gifts, and the reporting of financial interest, employment or conflicts of interest.

16. Failure to follow ethical standards of the House, of federal statues, or of the Office, or failure to timely comply with ethics training requirements of the House or of the Office;

17. Failure to observe general safety procedures, neglect of the safety of others, or the commission of unsafe acts.

18. Reviewing the mail, including e-mail, of another employee without appropriate authorization.

19. Failure to follow the Office's Computer and Internet policies.

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20. Unauthorized communications with members of the press, written statements, personal appearances, testimony, articles or comments on any aspect of the employee's official responsibility as an employee of the Office or relating to matters of the House without direct and explicit permission from the Communications Director.

21. Any other action that is deemed to be inconsistent with the standards and expectations of the Office or deemed to show a disregard for the House's interests or the employee's duties and obligations to the House.

Termination of Employment

The Office desires that your employment in the House be a rewarding and successful experience. However, it is conceivable that circumstances may arise that will make it advisable for you to end your employment with the Office.

Should you decide to terminate your employment with the Office voluntarily, you are requested, but not required, to provide adequate notice. Adequate notice is customarily two weeks, and may be longer depending on your particular responsibilities. The request that you provide notice of your intent to resign is not intended to alter the fact that either you or the Office is entitled to terminate your employment relationship at any time without notice.

Each employee must return all House property, including his or her I.D. card and keys. Failure to do so may result in the withholding of your final paycheck. Employees who have group medical and life insurance will continue to receive coverage during the period in which the employee remains on the payroll as provided for by the individual employee's health or life insurance policies and applicable federal laws. Employees should contact the Office of Payroll and Benefits at 202-225-1435 with any questions regarding benefits.

References

Upon termination certain employees are prohibited from lobbying certain Members of Congress or their staff for a period of at least one (1) year. For more information, contact the Committee on Standards of Official Conduct at 202-225-7103.

References for former or current employees of the Office are to be given only by the Office Manger, if applicable, and otherwise by the District Director and only in accordance with the Hatch Act Reform Amendments of 1993 and the laws and rules highlighted in the October 1, 1998 "Pink Sheet" created by the Committee on Standards. Employees should contact the Office Manger, if applicable, and otherwise the District Director with any questions.

II. LEAVE POLICIES

Holidays

The Office will observe the following holidays IF the House is not in session:

* New Year's Day
* Martin Luther King Jr.'s Birthday
* President's Day
* Memorial Day
* Independence Day (or Monday if July 4th falls on a weekend)
* Labor Day
* Columbus Day
* Veterans' Day
* Thanksgiving
* Day after Thanksgiving
* Christmas Eve or December 26th (if Christmas falls on a weekend)
* Christmas
* New Year's Eve or January 2nd (if New Year's Day falls on a weekend)

Leave Policy

The leave policy of the Office is designed to provide benefits to employees, while maintaining enough flexibility to allow the Office to perform its functions. All leave must be requested in writing on the Leave Request Form (Appendix C), submitted to your supervisor within the time line requirements for each category of leave, and approved prior to your leave. In addition, the Leave Request Form, whether granted or denied, signed by your supervisor, must be delivered to the Office Manager for proper entry into the Office records and personnel files.

I. **Annual Leave**

Annual leave (aka "vacation") is based upon a monthly accrual system. Full-time employees of the Office accrue annual leave each month based upon years of service as follows:

a. Employees with less than 1 year of employment with the Office accrue 1 day of annual leave per month.

b. Employees who have between 1 year and 7 years of employment with the Office accrue 1.25 days of annual leave per month.

c. Employees who have over 7 years of employment with the Office accrue 2 days of annual leave per month.

There is no leave accrual for employment for only a fractional part of a month at either the beginning or the end of an employee's period of service. Leave accrual commences on the first day of the first full month of employment and ends on the last day of the last full month of employment.

No more than 30 unused leave days may be accrued; any balance in excess of 30 days is lost and not tracked.

Upon separation from employment, the Office will pay the employee a lump sum equal to the number of days of unused annual leave or the gross amount of one month of the employee's monthly pay, whichever is less. Withholding will be at flat rates of 28% for Federal tax, 6% for state tax, 6.2% for FICA (if applicable), and 1.45% for Medicare.

There are restrictions on dual federal employment which prevent most employees from remaining on the House payroll after reporting to another federal job. Contact the Office Manager, if applicable, and otherwise the District Director if you have any questions regarding this issue.

Requests for annual leave must be made at least two weeks in advance, using the Leave Request Form (Appendix C).

If an employee has taken more annual leave than he or she has earned, the Office may deduct the excess annual leave from the employee's final paycheck or seek reimbursement from the employee.

II. Sick Leave

Sick leave is based upon your anniversary year. The Office provides 5 days of paid sick leave per year to all full-time employees, regardless of years of service, for periods of temporary absence due to illness or injury of the employee. 5 days of Sick leave is credited to each employee on the anniversary of his/her hiring each year; Sick leave does not accrue or carry over. No payment will be made for unused sick leave upon termination of employment.

Employees who are unable to report to work or who must leave work because of illness or injury must notify their immediate supervisor or a manager at once or leave a message with the Office no later than 8:30 a.m.

Your supervisor must be contacted by 8:30 a.m. on each additional day of absence. Failure to follow these procedures may result in the treatment of the day as an unexcused absence, which may be subtracted from the employee's annual leave allotment, and can also result in disciplinary action up to and including termination.

Sick leave may be used for scheduled medical and dental appointments. Appointments that keep an employee from the Office for more than two hours are considered a half day of sick leave and appointments lasting more than four hours are considered a full day of sick leave.

Requests for Sick leave for scheduled appointments must be made at least two weeks in advance using the Leave Request Form (Appendix C). Employees must submit the Leave Request Form (Appendix C) on the first day he/she returns to work following illness or other unexpected Sick leave.

III. Religious Holidays

The Office seeks to accommodate reasonable requests for leave for religious observances. Employees may elect to take annual leave or unpaid leave (if the employee has exhausted his or her paid leave) for such purposes. The availability of such leave depends on the operational needs of the Office. Accordingly, employees should request such leave as far in advance as possible to allow for appropriate scheduling to be made by management. These requests should be submitted to your supervisor.

IV. Bereavement Leave

Employees are entitled to up to 5 days of paid bereavement leave for the death of an immediate family member. An "immediate" family member includes an employee's parent, step-parent, spouse, child, stepchild, brother, stepbrother, sister, stepsister, grandchild, grandparent, mother-in-law, father-in-law, son-in-law or daughter-in-law. Personal leave for the death of friends or other relatives will be charged against annual leave. At the Office's discretion, additional bereavement leave for travel time and other extenuating circumstances may be granted.

V. Military Leave Policy

A. Basic Policy

An employee who is a member of a National Guard or Armed Forces Reserves ("Reserves") unit accrues paid military leave at a rate of 15 business days per fiscal year for, among other purposes, active duty and inactive-duty training. Any compensation provided by the National Guard or Reserves may be retained by the employee. An employee who is a member of a Federal Emergency Task Force and is called to duty will be given paid leave for that purpose. To apply for the leave, the employee should submit appropriate documentation (*e.g.*, a copy of the orders) and the Leave Request Form (Appendix C) to the District Office Staff Assistant as far in advance as possible. Employees can carry over unused military leave up to 15 days per fiscal year (for a total not to exceed 30 days per fiscal year).

In addition to the fifteen (15) paid business days of leave an employee in the National Guard or Reserves accrues each fiscal year, an employee called to active duty to support a contingency operation as defined under 10 U.S.C. 101(a)(13) receives an additional twenty-two (22) business days of paid leave per calendar year, offset by the employees military salary. In other words, if an employee is called to active duty to support a contingency operation, the employee will receive the difference between his/her Office salary and the military salary for a period of twenty-two (22) business days (assuming the employee's Office salary is higher than his/her military salary). To facilitate processing and distributing the 22-day pay differential, the employee should provide the District Office Staff Assistant with information regarding his or her military pay prior to departure for military leave. Failure to provide such information may result in a delay in distributing the 22-day pay differential to the employee.

There are other situations in which an employee who is in the Reserves or National Guard may qualify for additional leave. The Office will provide leave consistent with qualifications and requirements of 5 U.S.C. § 6323, including extended leave for military reserve technicians and employees ordered to military service to support civil authorities.

Employees who require absences for military duty (including long-term absences for active duty) will be accorded all benefits and protections provided by law, including reemployment rights, health insurance protection, and the right to be free from discrimination and retaliation. Any employee who is required to take a leave of absence for military duty should notify the District Office Staff Assistant immediately. An employee shall be permitted, but not required, to use any unused accrued annual leave, upon request, during the period of military service.

B. Reemployment rights.

An employee returning from active duty military status is entitled to be reinstated by the Office to the employee's previously held position, or to an equivalent position if: 1) the employee (or an appropriate officer in the uniformed services) gives advanced notice of military service when possible; 2) the cumulative length of the absence, and all previous absences from the position by reason of service in the uniformed services, does not exceed five years (certain types of military leave excluded); and 3) the employee returns to work or applies for reemployment in a timely manner after conclusion of service (timeliness depends on length of service – see below); and 4) the employee has not been separated from military service with a disqualifying discharge or under other than honorable conditions.

If an employee is eligible to be reemployed, the employee must be restored to the job and benefits the employee would have attained if he or she had not been absent due to military service or, in some cases, a comparable job. The Office need not reemploy an employee, however, if reemploying is unreasonable or impossible, or if an employee's pre-service employment was for a brief, non-recurrent period with no expectation that it would continue.

C. Notice requirements for intent to return to work.

The time and manner by which an employee must express his or her intent to return to work varies depending on the length of absence. For military service under 31 days, the employee must report to the Office no later than the first full work period on the first full calendar day after the completion of the leave, after travel time plus eight hours of rest (or as soon after the eight-hour period as possible if reporting within this time is impossible or unreasonable through no

fault of the employee). For military service of more than 30 days but less than 180 days, the employee must notify the Office of his or her intent to return to work by submitting an application for reemployment not later than 14 days after completion of military service (or the "next first full calendar day" if submission within the 14 days is impossible or unreasonable through no fault of the employee). For military service of more than 180 days, the employee must notify the Office of his or her intent to return to work by submitting an application for reemployment not later than 90 days after the completion of military service.

D. Health Insurance Protection.

Employees who leave their job to perform military service have the right to elect to continue existing employer-based health plan coverage for themselves and their dependents for up to 24 months while in the military. Depending on the length of his or her military service, an employee may be required to pay up to 102 percent of the full premium under the applicable health plan. An employee seeking medical benefits while on military leave should contact the Office of Payroll and Benefits for additional information regarding the cost of such coverage.

An employee electing not to continue coverage during their military service has the right to be reinstated in the employer-based health plan when he or she is reemployed, generally without any waiting periods or exclusions (*e.g.*, pre-existing condition exclusions) except for service-connected illnesses or injuries.

E. Thrift Savings Plan Protection.

An employee who is reemployed after a period of military leave may make contributions to the Thrift Savings Plan equal to the contributions which would have been made over his or her military leave period reduced by any contributions actually made over this period. An employee interested in making catch up contributions to the Thrift Savings Plan after his or her reemployment should contact the Office of Payroll and Benefits for additional information.

F. Non-discrimination and non-retaliation.

An individual who is a past or present member of the uniformed service, has applied for membership in the uniformed service, or is obligated to serve in the uniformed service may not be denied initial employment, reemployment, retention in employment, promotion, or any benefit of employment because of this status. In addition, the Office may not retaliate against anyone assisting in the enforcement of these rights, including anyone who testifies or makes a statement in connection with a proceeding for the enforcement of these rights, even if that person has no service connection.

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VI. Jury and Witness Duty

An employee who is summoned for jury or witness duty and must be absent from work will continue to receive full pay and will not be charged annual leave. Upon receipt of such summons, the employee must notify the District Office Staff Assistant immediately and must complete the Leave Request Form (Appendix C) and attach a copy of the summons or other written documentation providing notice of jury or witness duty to the Leave Request Form.

Certain courts require only that a juror telephone the court each morning to determine whether the juror must report to court. Under such circumstances, when not needed by the court, the employee must report to work.

As provided by law (2 U.S.C. §§ 130b(d) and (e)), any fee paid to an employee for jury or witness duty shall be turned into the Staff Assistant for your District Office, and the entire amount will be remitted to the House Finance Office. Any reimbursement made to an employee for expenses incurred in rendering jury or witness service may be retained by the employee. Upon returning to work from jury duty, an employee shall provide the District Office Staff Assistant with a certificate of attendance from the Clerk of the court or similar court official for each day of absence.

VII. Leave Without Pay (LWOP)

Requests for leave without pay other than unpaid FMLA may be granted at the discretion of the Chief of Staff. Requests for leave without pay must be submitted in writing to the Office Manager, if applicable, and otherwise to the District Director using the Employee Leave Request Form (Appendix C).

As a basic condition for approval of LWOP, the Office should have a reasonable assurance that the employee will return to duty at the end of the approved period. LWOP status should be requested at least 30 days in advance of the period of absence. In no case may the period of LWOP status exceed twelve months in a twenty-four month period.

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VIII. Furlough

Furlough is an absence without pay initiated by the Office. Placement in a furlough status is at the discretion of the Office, unless placement in such leave status is otherwise required by law. Furlough status should be requested at least 30 days in advance, by completing the Employee Leave Request Form (Appendix C).

Family and Medical Leave (FMLA)

I. Basic 12-Week FMLA Leave Entitlement

Under the applicable provisions of the FMLA, any person who has worked for any Congressional office for at least one year and for a total of at least 1,250 hours during the previous 12-month period is entitled to up to a total of **12 weeks** of unpaid, job-protected leave during a 12-month period for the following reasons:

A. because of the birth of the employee's son or daughter, and for the employee to care for and bond with his or her newborn child during the child's first year *("Type A" FMLA leave)*[1];

B. because of the placement of a son or daughter with the employee for adoption or foster care, and for the employee to care for and bond with his or her child during the first year after adoption or placement *("Type B" FMLA leave)*;

C. to care for the employee's spouse, son, daughter, or parent who has a serious health condition *("Type C" FMLA leave)*;

D. because of the employee's own serious health condition which makes the employee unable to perform the functions of his or her job *("Type D" FMLA leave)*; or

E. for qualifying exigencies arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty or has notice of an impending call or order to active duty status in the National Guard or Reserves in support of a contingency operation *("Type E" FMLA leave)*.

---

[1] The designations of leave as Type A, Type B, etc., are used in this policy for ease of reference.

The term "serious health condition" means an illness, injury, impairment, or a physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical facility; or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents a qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of serious health condition as defined in applicable regulations issued by the Office of Compliance.

The term "qualifying exigencies" for purposes of Type E FMLA leave may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

The right to take leave under the FMLA applies equally to male and female employees. Thus, for example, a father, as well as a mother, can take Type A and/or Type B FMLA leave for the birth, placement for adoption, foster care, and/or for bonding with a child.

II. 26-Week Injured Servicemember Caregiver FMLA Leave Entitlement

The FMLA also includes a special leave entitlement that permits eligible employees to take up to **26 weeks** of FMLA leave to care for a covered servicemember during a single 12-month period. This leave is available to an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered servicemember. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves who has (1) a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or (2) is in outpatient status; or (3) is on the temporary disability retired list.

III. Circumstances When FMLA Leave Is Paid

Generally, FMLA leave is unpaid.

Employees on FMLA leave may choose to substitute (or the Office may require the employee to substitute) any accrued paid leave as follows:

1. The employee may substitute his or her accrued annual leave when FMLA leave is taken for any reason.

2. In addition, when FMLA is taken for the employee's own serious health condition (Type D leave), the employee may also substitute any accrued sick leave for FMLA leave.

3. In addition, when FMLA leave is taken to care for an ill family member (Type C leave) or to care for an injured or ill servicemember (injured servicemember caregiver leave) the employee may also substitute any accrued sick leave for FMLA leave.

When an employee substitutes annual and/or sick leave for FMLA leave, that time will count toward the employee's FMLA entitlement. In other words, the use of substituted paid leave will run concurrently with the employee's use of unpaid FMLA leave. However, the Office reserves the right to grant consecutive FMLA leave at the sole discretion of the Chief of Staff.

The Office reserves the right to grant up to four weeks of paid FMLA without offsetting accrued annual leave or otherwise offsetting the employee's FMLA time off at the sole discretion of the Chief of Staff.

IV. Calculating the FMLA Leave Year

When basic FMLA leave (i.e., Type A, B, C, D and/or E leave) is taken, the 12-month period during which an employee is entitled to up to 12 weeks of FMLA leave is calculated on a rolling 12-month basis measured backward from the date the employee first uses FMLA leave.

For purposes of injured servicemember caregiver leave, the single 12-month period begins on the first day the eligible employee takes FMLA leave to care for a covered servicemember and ends 12 months after that date. Please consult with the Office Manager for guidance on how leave is calculated when an employee takes injured servicemember caregiver leave and also takes Type A, B, C, D and/or E leave during the same time frame.

V. Notice and Designation of Leave As FMLA Leave

If an employee's need for FMLA leave is foreseeable, an employee must generally provide at least 30 days notice (written or verbal), or otherwise as much advance notice as practicable, to the Office Manger, if applicable, and otherwise to the District Director. If an employee fails to give 30 days notice, with no reasonable excuse, the Office may delay the taking of FMLA leave. An employee need not provide 30 days advance notice of the need for qualifying exigency leave (Type E leave) if such advance notice is not reasonable and practicable.

For leave requested for the care of a family member with a serious health condition or leave for the employee's own serious health condition (Type C and D leave), or leave to care for an injured servicemember, the employee shall make a reasonable effort, after consulting with the Office Manger, if applicable, or otherwise with the District Director, to schedule leave so as not to unduly disrupt office operations (subject to approval of the appropriate health care provider).

Any employee who takes FMLA leave for any reason must submit the Employee Form for FMLA Leave (Appendix B), even if the request is submitted after the leave has commenced. Such written notice must be submitted to the Office Manger, if applicable, and otherwise to the District Director, and shall include the dates and the type of leave requested (i.e., whether the leave is Type A, B, C, D, E and/or injured servicemember caregiver leave).

Whenever an eligible employee is absent from work for a reason that is FMLA-qualifying, the Office will count the absence as leave under the FMLA. Furthermore, FMLA leave will be designated as such retroactively upon an employee's return to work where the employee does not inform the Office in advance of the reason for the leave and/or the Office discovers upon the employee's return that the reason for the leave falls under the FMLA.

VI. Intermittent or Reduced Schedule Leave

FMLA leave is often taken in large blocks of time such as when an employee is entirely absent from the Office and no work is performed (e.g., three weeks at home recuperating from illness or injury). In certain cases, however, an employee may not need FMLA leave for such extended periods, but rather may need FMLA leave intermittently (for example, a few hours every other week to see a doctor for treatment regarding a chronic condition) or on a reduced schedule (e.g., to work a half-time schedule for two weeks until the employee fully recovers from his or her serious health condition). Under the FMLA:

1. Qualifying exigency leave (Type E leave) may be taken on an intermittent or reduced schedule basis.

2. Leave to care for a seriously ill family member (Type C leave), leave taken for the employee's own serious health condition, (Type D leave) or leave to care for an injured servicemember, may be taken intermittently or on a reduced schedule basis, so long as such intermittent or reduced schedule leave is medically necessary as certified by the appropriate health care provider.

3. Leave may be taken intermittently or on a reduced leave schedule because of the birth, adoption or placement of a child, or to bond with a newborn or a newly adopted or newly placed foster child (Type A and B leave), only with the approval of the Office. Requests for intermittent leave should be in writing, and submitted to the Office Manager. If the birth mother is incapacitated due to pregnancy, or if the newborn or newly-placed child has a serious health condition, such leave (Type C or D leave) may be taken on an intermittent or on a reduced schedule basis if accompanied by appropriate medical certification.

4. When leave is taken intermittently or on a reduced leave schedule and such leave is foreseeable based on planned medical treatment, the Office may require that the employee transfer to an alternative position which has equivalent pay and benefits, and which better accommodates recurring periods of leave.

VII. Certification of Need for FMLA Leave; Fitness for Duty

When an employee takes FMLA leave for his or her own illness (Type D leave) or to care for a family member (Type C leave), the employee must provide a medical certification from the health care provider that the leave is due to the serious health condition of the employee or the employee's spouse, parent, or child. The employee must have the health care provider complete the form. The completed certification form should be returned to the Office Manager, if applicable, and otherwise to the District Director, within 15 days, where possible. The Office may also require appropriate certification, as permitted by law, for qualifying exigency leave (Type E leave) and injured servicemember caregiver leave.

When certification of a serious health condition is requested in connection with Type C or Type D FMLA leave, the Office may also require and pay for an opinion by a second health care provider designated by the Office. If there is a conflict between the first and second certifications, the Office may require and

pay for a third opinion by a health care provider jointly approved by the Office Manager, if applicable, and otherwise to the District Director, and the employee. The opinion of the third health care provider is final and binding.

The Office may also require that an employee present a "fitness for duty" certification upon return to work when the absence is caused by the employee's own serious health condition (Type D leave). The Office may seek such certification only with respect to the particular serious health condition that was the reason for the employee's request for FMLA leave. The employee is responsible for the cost of the "fitness for duty" certification. The Office Manager, if applicable, and otherwise to the District Director, will notify the employee whether a "fitness for duty" certification is required as soon as possible after the employee notifies the Office of the reason for FMLA leave. The Office may delay or refuse to restore an employee to duty if the Office has requested and the employee has failed to provide the appropriate "fitness for duty" certification.

VIII. Periodic Reports

The Office may require periodic reports from an employee on leave regarding his or her status and intention to return to work.

IX. Continuation of Benefits

While on FMLA leave, whether paid or unpaid, employees will continue to be enrolled in their health insurance plans. As long as the employee remains enrolled in his or her health plan, the U.S. House of Representatives will continue to pay the Government contribution. The employee is responsible for payment of the employee share and should contact the Office of Payroll and Benefits (202-225-1435) to arrange for monthly payments. Under federal regulations, an employee whose enrollment continues for a period of time without payment is deemed to have consented to recovery of an indebtedness for past-due health benefits premiums from future salary, or from any other moneys owed to the employee by the Federal Government.

X. Reinstatement from Leave

Upon return to work after taking FMLA leave, an employee generally will be entitled to be restored to the same position or an equivalent position to that which the employee occupied before taking FMLA leave. If an employee is unable to perform the essential functions of his or her job because of a mental or physical condition, the employee has no right to restoration to his or her previous position or another position under the FMLA.

If an employee is on Type A, B, C, D and/or E leave in excess of 12 weeks within a 12-month period, the employee will not be guaranteed reinstatement. As noted above, the FMLA contains a special provision providing for up to 26 weeks of protected leave during a 12-month period when an eligible employee takes leave to care for an injured servicemember.

If an employee gives unequivocal notice of intent not to return to work, the obligations to maintain health benefits under the FMLA and to restore the employee cease.

XI. Key Employees

Key employees are employees who are salaried and among the highest paid 10% of all employees employed by the employing office within 75 miles of the employee's worksite. The Office may deny reinstatement upon return from FMLA leave to "key" employees if reinstatement would cause substantial and grievous economic harm to the Office. The Office must provide written notification to "key" employees of their status upon a request for FMLA leave.

XII. Employment of Spouses

Spouses employed by the same employing office may be limited to a combined total of 12 weeks during a 12-month period of FMLA leave when the leave is taken for the following purposes: (1) the birth and/or to care of a newborn child; (2) the placement of a child for adoption or foster care; or (3) the care of a parent who has a serious health condition.

Spouses employed by the same employing office may be limited to a combined total of 26 weeks of leave during a single 12-month period for injured servicemember caregiver leave.

XIII. Performance and Merit Reviews

Performance reviews may be delayed for a period equal to the length of the FMLA leave.

XIV. Misrepresentation

Any employee who misrepresents the reasons for requesting FMLA leave may be subject to disciplinary action, up to and including termination.

XV. Intimidation and Retaliation Prohibited

An employer may not use the taking of approved FMLA leave as a negative factor in employment decisions such as promotions or disciplinary actions. Retaliation of any kind is prohibited.

CONFIDENTIALITY OATH

I do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

I further do solemnly swear (or affirm) that I will hold in confidence all confidential and sensitive information of any kind in accordance with the Code of Ethics in Government Service as set forth in the House Ethics Manual; that I will not use information coming to me confidentially in the performance of my official duties as a means for making private profit or otherwise for personal gain or advantage, or to harm others; and that I will hold in confidence all matters involving internal legislative or political strategy, personal information involving constituents, the personal and professional lives of the Congresswoman and of co-workers, and information involving the internal operations of the Office.

DATED: _____

_____
Employee Signature

_____
Employee Name (printed)

Process: 1) Read and understand; 2) sign and date; 3) submit form to your office Staff Assistant within 1 week of hire.

Appendix A

EMPLOYEE REQUEST FORM FOR FAMILY
AND MEDICAL LEAVE

I, _____, request Family and Medical Leave.

This leave is necessary for (check the option(s) which applies):

_____ (1) The birth and care of my child or for an adoption or placement of a foster child.

_____ (2) To care for my spouse, child, or parent with a "serious health condition".

_____ (3) For my own "serious health condition" which renders me unable to perform my job.

I am requesting that the leave begin on _____ and I expect leave to continue until on or about _____.

I acknowledge that I have read the Family and Medical Leave Act (FMLA) information contained in the Office's Employee Handbook at pages 41-47, affirm that I understand the contents of that FMLA information, and that I agree to comply with its terms.

DATED: _____ _____
Employee Signature

_____
Employee Name (printed)

Process: 1) Review and understand pgs. 41-47 of the Employee Handbook; 2) fill-out, date and sign; 3) submit form to the Office Manager at least 30 days before leave begins (or as otherwise set forth on page 43).

Appendix B

BF.CMR.HEC.030916.Q2.000102

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: _____
Type of Leave:

( ) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :_____

Leave Request:

Beginning: _____ AM ( ) PM ( ) on _____, 20_____.
Ending: _____ AM ( ) PM ( ) on _____, 20_____.
Total number of hours (if the request is 2 hours of less) or day(s) requested:_____.

Reason for Leave: _____
_____
_____
_____.

Date:_____ _____
Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____
_____
_____

Supervisor's Signature:_____ Date:_____

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

COE.MCMRODGERS.056961

BF.CMR.HEC.030916.Q2.000103

OVERTIME PRE-AUTHORIZATION FORM

I, _____, request authority to work overtime.

Overtime Request:

Beginning: _____ AM ( ) PM ( ) on _____, 20____.

Ending: _____ AM ( ) PM ( ) on _____, 20____.

Total number of hours of overtime requested: _____.

Reason for Overtime: _____

_____

_____

_____

_____

_____.

Date: _____ _____

Employee Signature

This Overtime Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

_____

_____

_____

Supervisor's Signature: _____ Date: _____

Process: 1) Review pgs. 8-9 of Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix D

TRAVEL REQUEST FORM

I, _____. request authority to travel outside of my assigned district office area, and to seek reimbursement for those expenses from the Office's Member Representational Allowance (MRA), because the primary purpose of my travel is the performance of my official duties for the Office.

Dates of Travel Requested:

Beginning _____ AM ( ) PM ( ) on _____, 20_____.

Ending: _____ AM ( ) PM ( ) on _____, 20_____.

Purpose of Travel Requested (e.g. "attend CRS training in DC):

_____

_____

_____

_____

_____

_____.

Proposed Transport Arrangements:

Transport Arrangements (include carrier name, flight ID numbers, and all other identifying information, and cost, or attach a copy of the print-out of your itinerary/proposed reservations, to enable the Office to assess and pay for approved arrangements):

_____

_____

_____

_____

_____

_____.

Process: 1) Review pgs. 12-14 of the Employee Handbook; 2) fill-out, date and sign; 3) discuss any expenses in excess of those set forth at page 13 with the Deputy Chief of Staff/District Director for pre-approval; 4) submit form to the Spokane District Office Staff Assistant at least 30 days in advance of travel (whenever possible).

Proposed Lodging Arrangements:

Lodging Arrangements (include provider's name and reservation/hold numbers, and cost, or attach a copy of the print-out of your proposed reservations/itinerary, to enable the Office to assess and pay for approved arrangements):

_____

_____

_____

Proposed Rental Car Arrangements:

Rental Car Arrangements (include provider's name and reservation/hold numbers, and cost, or attach a copy of the print-out of your proposed reservations/itinerary, to enable the Office to assess and pay for approved arrangements):

_____

_____

_____

Proposed Additional Expenses in Excess of $50.00 per day for food and why justified:

_____

_____

_____

Proposed Additional Expenses in Excess of $50.00 per day for non-mileage, non-food related expenses and why justified:

_____

_____

_____

I acknowledge that I have read the Reimbursement for Official Expenses sections of the Office's Employee Handbook, the Office reimbursement procedures, the Member's Representational Allowance sections of the House of Representatives Member's Handbook, and both the Travel and the Official Allowance sections of the House Ethics Manual; I affirm that I understand the contents of those materials and I certify that this request complies with all terms therein.

Date: _____ _____

Employee Signature

BF.CMR.HEC.030916.Q2.000106

This Travel Request is ( ) Approved in Full
( ) Disapproved in Full
( ) Approved in part, as follows, and is otherwise disapproved:

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____.

Signed:_____ Date:_____
Deputy COS/District Director

Travel Arrangements Made Checklist for the Staff Assistant:

[ ] Transport Paid: _____

[ ] Lodging Paid: _____

[ ] Rental Car Paid: _____

[ ] Other:_____

_____

_____

_____

Signed:_____ Date:_____
Staff Assistant

COE.MCMRODGERS.056965

To Request Payment/Reimbursement for Official Expenses

Our office is required to submit original forms and receipts whenever possible, in order to receive reimbursement. Reimbursement requests are processed monthly, so please hold your expense forms and documentation until the end of each month for submission.

Please read the following issued by the House of Finance:

APPLIES TO ALL VOUCHERS IRRESPECTIVE OF SUBMITTING OFFICE

ORIGINAL RECEIPT/INVOICE REQUIRED: Whenever a Member, Officer, employee, etc. pays a vendor directly from personal funds (by cash, check, credit card, etc.) for goods or services rendered to a House office, the voucher must be accompanied by the original vendor receipt/invoice, showing "proof of payment". See "PROOF OF PAYMENT" below.

LOST ORIGINAL RECEIPT/INVOICE: If the original vendor receipt/invoice showing payment has been lost or destroyed or was not received, the individual submitting the expense for payment must make a good faith effort to secure a duplicate copy of the receipt/invoice from the vendor. If unable to secure a duplicate copy from the vendor, the expense may be documented by providing proof of the good faith effort made (copies of correspondence, etc.) and proof of payment (see "PROOF OF PAYMENT" below).

A voucher not documented by an original receipt/invoice must be accompanied by:

1. A duplicate copy of the receipt/invoice;
2. Proof of payment;
3. A signed "certification memo" containing the following :(see sample of certification memo)
    a. Detailed description of the expense
    b. Date(s) on which the expense was incurred
    c. Amount of the expense, and
    d. A certification memo to the effect: "In lieu of an original receipt/invoice, I am submitting the attached documentation as proof of payment. This is the only copy that will be submitted for payment."

PROOF OF PAYMENT
Proof of payment can be supported by (but is not limited to) credit card statements, bank statements, and cancelled checks.

FINANCE CHARGES
The Office of Finance will not pay finance charges or other fees incurred on personal credit or charge cards or personal accounts. To avoid finance changes and other fees, any obligation should be timely paid by the submitting individual directly to the card/account issuer, while the individual seeks reimbursement from the Finance Office.

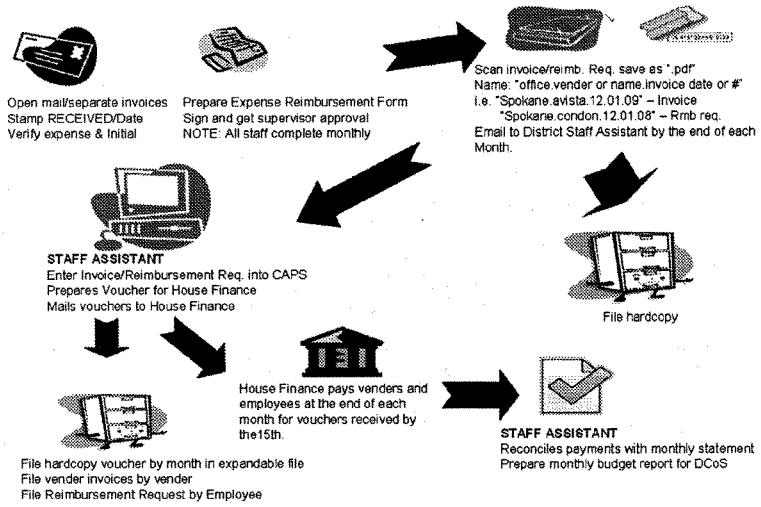
MILEAGE FOR A PRIVATELY OWNED VEHICLE

If, in the course of performing your duties for the Congressional Office, you are required to use your personal vehicle, you will need to complete a Travel Record of your mileage for reimbursement. This form can be found on HouseNet by clicking first on the Financial Tab, then double-clicking on the PDF US House of Representatives Travel Record Privately Owned Vehicle listed towards the bottom in the Financial Forms box. The current rate of reimbursement is $0.48/mile. The date and points of travel are required, along with the number of miles each way.

All receipts and/or mileage must be accompanied by an Expense Record Form.
This form can be found on HouseNet by clicking first on the Financial Tab, then double-clicking on the PDF US House of Representatives Expense Record listed towards the bottom in the Financial Forms box. Gather your receipts and completed Travel Record, if applicable, before filling out the form. Print, sign and make copies of all documents before submitting the ORIGINALS to the Staff Assistant.

BF.CMR.HEC.030916.Q2.000109

Expense Reimbursements and Bill Payments



Appendix F- page 3

COE.MCMRODGERS.056968

BF.CMR.HEC.030916.Q2.000110

U.S. House of Representatives
Expense Record

Honorable: _____

State: _____ **District:** _____

Staffer: _____

Staff EIN: _____

Date	Expense Description	Amount

Total Reimbursement: $ _____

I, the undersigned, state that the above expenses were approved and incurred as a result of the performance of my duties for the Congressional Office.

_____ **Signed - Staffer:**

_____ **Date:**

BF.CMR.HEC.030916.Q2.000111

U.S. House of Representatives
Travel Record
Privately Owned Vehicle

Honorable: _____ **Rate:** _____

State: _____ **District:** _____

Traveler: _____ **Staff EIN:** _____

Date	Points of Travel	Miles Traveled
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	
	From: To:	

Total Mileage:

Total Reimbursement: $_____

I, the undersigned, state that the above expenses were approved and incurred as a result of the performance of my duties for the Congressional Office.

_____ _____

Signed - Staffer: **Date:**

COE.MCMRODGERS.056970

BF.CMR.HEC.030916.Q2.000112

CAMPAIGN WORK AUTHORIZATION

I, _____, request authority to engage in campaign work (during the time that I am not working in my official capacity for the Office) for:

Name of Candidate: _____

Public Office Campaigning for: _____

Location of Campaign Office: _____

_____

Your Duties as a Campaign Worker (Describe): _____

_____

_____

_____

_____.

I acknowledge that I have read the House Ethics Manual with regard to the rules applicable to my campaign activities; I affirm that I understand the contents of those rules, and I certify that I will comply with those rules.

Date: _____ _____

Employee Signature

This Campaign Work Request is ( ) Approved in Full

( ) Disapproved in Full

( ) Approved in part, as follows, and otherwise disapproved:

_____

_____

_____

Signed: _____ Date: _____

Process: 1) Review pgs. 10-12 of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to the Chief of Staff or Deputy Chief of Staff/District Director.

Appendix G

COE.MCMRODGERS.056971

BF.CMR.HEC.030916.Q2.000113

OUTSIDE EMPLOYMENT AUTHORIZATION

I, _____, request authority to engage in employment in addition to, and outside of, my employment at the Office. The Outside employment I intend to engage in is:

Name of Outside Employer:_____

Address of Outside Employer:_____

_____

Phone Number of Outside Employer: _____

Your Job Title and Duties for the Outside Employer: _____

_____

_____

_____

_____.

Date: _____ _____

Employee Signature

_____

This Outside Work Authorization Request is:

( ) Approved in Full

( ) Disapproved in Full

( ) Approved in part, as follow, and otherwise disapproved:

_____

_____

_____.

Supervisor's Signature: _____ Date:_____

Process: 1) Review pgs. 10-11 of the Employee Handbook; (2) fill-out, date and sign; 3) timely submit form to the Chief of Staff.

Appendix H

COE.MCMRODGERS.056972

BF.CMR.HEC.030916.Q2.000114

Annual Review-Self Evaluation

ATTRIBUTES TO BE EVALUATED	ST	GO	ME	DO	UN	NA
Quantity of Work *The extent to which the employee accomplishes assigned work and meets job requirements on a timely basis.*						
Quality of Work *The extent to which the employee's work is well executed, thorough, and accurate.*						
Knowledge of Job *The extent to which the employee knows and demonstrates all phases of assigned work, equipment used in their job, and knowledge of the company and our industry.*						
Cooperation with Others *The extent to which the employee gets along with others, including clients, co-workers and managers; shows courtesy and cooperation in dealing with others.*						
Responsiveness to Feedback *The extent to which the employee can positively receive and respond to direction and feedback and pursue ways to improve.*						
Adapts to Change *The extent to which the employee effectively initiates change and adapts to necessary changes in operations; not tied to old methods when they are no longer practical.*						
Attendance, Reliability and Dependability *The extent to which the employee demonstrates consistent attendance and arrives on time; can be depended upon to be available for work; assumes responsibility and ensures tasks are followed through to completion.*						
Planning and Organizational Effectiveness *The extent to which the employee arranges their workload for the most efficient handling and elimination of unnecessary activities, meets deadlines, manages resources, follows through on assignments, and effectively balances tasks and priorities.*						
Communication *The extent to which the employee effectively conveys information and ideas to others; clarity of oral and written communications.*						
Initiative and Creativity *The extent to which the employee is self-directed, resourceful and creative in meeting job objectives; takes initiative in creating or modifying ideas, methods, and procedures to meet changing circumstances or needs.*						
Problem Analysis *The extent to which the employee can thoroughly analyze a problem, use logical and sound judgment in generating alternatives, evaluate risks and benefits, seek outside assistance when necessary, and choose a particular course of action in a timely manner.*						

BF.CMR.HEC.030916.Q2.000115

Supervisory Ability/Leadership (if applicable) *The extent to which the employee applies sound practices in executing supervisory responsibilities; creates results through others; ability to take charge and motivate others; ability to coordinate activities of others toward achieving results through delegation and follow-up.*						
Personnel Management (if applicable) *The extent to which the employee selects qualified applicants; plans for subordinates are clearly stated; effectively evaluates and communicates subordinates' results, strengths, and development opportunities.*						

Effectiveness Key:
ST – Strength/Excellent (5)
GO – Good/Above Average (4)
ME – Meeting Expectations (3)
DO – Development Opportunity (2)
UN – Unsatisfactory/Not Meeting Expectations (1)

EXHIBIT 29

BF.CMR.HEC.030916.Q2.000116

AMERICA'S
NEW CONGRESS



Team CMR Office Policies & Procedures Guidebook

114th Congress, 1st Session

Updated: January 28, 2015

COE.MCMRODGERS.056975

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I. PURPOSE OF THE GUIDEBOOK

This Office Policies and Procedures Guidebook ("Guidebook") summarizes personnel policies and procedures that apply to employees of the House Republican Conference and the Office of Rep. Cathy McMorris Rodgers ("the Office"). You should read the information in this Guidebook promptly and thoroughly so that you understand the policies and procedures of the Office. This Guidebook, however, cannot anticipate every situation or answer every question about your employment; it provides only an overview of policies and procedures. It is not an employment contract or legal document, nor should its contents be considered a strict interpretation of the policies, procedures or benefits that are described in this Guidebook. Furthermore, all employees of the Office are employees at will, which means that either the Office or the employee may terminate the employment relationship at any time, for any reason, with or without notice. The Office will not terminate an employee for a discriminatory reason in violation of applicable federal laws or House rules.

This Guidebook is effective as of January 2015, and it supersedes any and all prior Guidebooks, if any, and personnel policies that this Guidebook addresses.

To meet changing circumstances, the Office reserves the right to change, revise, or rescind any of the policies, procedures or benefits described in this Guidebook (other than the at-will nature of the employment relationship) whenever, in its sole discretion, the Office deems it appropriate to do so. Policies and procedures are subject to interpretation by the Office, and exceptions may be made in individual cases at the discretion of the Congresswoman or the appropriate Senior Manager.

II. POLICIES AND PROCEDURES

2.1 Management Rights

The Office will strive to serve the Congresswoman's constituents with professionalism, quality, and dedication. To reach its goals, the Office reserves its prerogatives as an employer to, at any time without prior notice, establish, administer and change wages, benefits, practices and procedures; direct and discipline the staff; make decisions regarding recruitment, hiring, training, assignment, transfer, promotion, demotion, layoff, recall and retirement of employees; establish the services to be rendered, and who shall perform the work and at what rate; take action to maintain the security of employees, facilities and property, including without limitation, inspections, searches and investigations in accordance with applicable laws; establish starting and ending times, the number of hours, shifts and overtime to be worked; discontinue or close down any part of or all of the Office; expand, reduce, alter or combine any one or more of the Office operations; and take whatever other action is necessary in the Office's judgment to operate efficiently and effectively. The failure to exercise these or other management prerogatives shall not waive the Office's right to do so at any time in its discretion, or preclude the Office from exercising any management prerogative in ways other than those described above.

2.2 Statement of Equal Employment Opportunity Policy

The Office is an equal opportunity employer in accordance with the requirements of the rules and regulations of the U.S. House of Representatives and applicable federal laws.

2.3 Personnel Records

It is the policy of the Office to maintain personnel-related information in confidence to the greatest extent practicable, with information released only to those persons with a legitimate need to know.

It is important that the Office be informed on a timely basis of any change with respect to the following:

- Name
- Address
- Home and mobile telephone numbers
- Whom to contact in case of injury or illness

It is the employee's responsibility to inform the House Finance Office on a timely basis of any change with respect to the following:

- Beneficiary designation (for insurance and other benefit plans)

- Number of dependents (for income tax withholding and insurance status/eligibility purposes)
- Marital status (for income tax withholding and insurance/eligibility purposes)

2.4 Employee Classifications and Overtime Pay

2.4.1 Employee Classifications

The overtime provisions of the Congressional Accountability Act of 1995 (the "CAA") apply to House employees. Among other things, the CAA entitles some employees to overtime compensation. Pursuant to the CAA, each employee is classified into one of the following two categories:

A. Exempt Employees – Those who are not required to be paid overtime pay.

B. Non-Exempt Employees – Those who are required to be paid overtime pay for all hours worked in excess of 40 hours per workweek.

The employee classification determination is based on the actual job duties and responsibilities of the employee. All employees will be informed of their classification at the time of hire. Employees who change positions during their employment with the Office will be informed of any change in classification.

2.4.2 Time and Attendance Records

Each non-exempt employee is responsible for recording his or her actual hours worked on a contemporaneous, daily basis.

The Deputy Chief of Staff will maintain records for all categories of leave and can assist with questions regarding recording and reporting of time worked.

2.5 Joint / Shared Employees

Employees who perform work for and/or whose salary is paid by more than one House Office, may be joint/shared employees. Joint/shared employers will let these employees know which office is their primary employing office. The employee will be subject to the personnel policies, including all leave policies, of the primary employing office.

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2.6 Payroll

Employees are paid on a monthly basis by direct deposit, generally at the end of each month worked. Payment is generally made on the last business day of the month. Questions regarding direct deposit and possible alternatives should be directed to:

House Office of Payroll and Benefits
B215 Longworth House Office Building
(202) 225-1435

2.7 Attendance Policy

2.7.1 Office Hours

Offices located in the District of Columbia are open as follows:

- Weeks when the House is in Session (including fly-out days):
  - 8:45 a.m. - 6:00 p.m. (ET)
  - Monday – Friday
- Weeks when the House is out of Session:
  - 8:45 a.m. – 5:00 p.m. (ET)
  - Monday – Friday

Offices located in WA-05 are open as follows:

  - 8:45 a.m. – 5:00 p.m. (PT)
  - Monday – Friday

Exceptions may be made at the discretion of the Congresswoman, the appropriate Senior Manager (Administrative Assistant, Chief of Staff, District Director, or Deputy Chief of Staff), or their designee. Employees are expected to be at work during office hours. (See below regarding lunch hours.)

Attendance and punctuality are essential to the operation of the Office. Although situations beyond employees' control may create absenteeism or tardiness, the Office cannot tolerate frequent unauthorized absences from work or tardiness because such actions disrupt schedules and create a burden on fellow employees and the Office.

An employee who is absent or tardy for work for any reason must contact his/her supervisor, as early as possible ***before*** the beginning of the workday or

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shift to provide (1) an explanation for the absence or tardiness, (2) /her location and phone number, and (3) a date or time of the expected return to work.

An employee who knows of a foreseeable absence from work must notify the Office as far in advance as possible so that work schedules and assignments can be adjusted accordingly. If an employee is absent from work without notifying or obtaining advance approval from his/her supervisor or the appropriate Senior Manager, it may be presumed that the employee has resigned, and his/her employment may be terminated.

An employee who must leave work early because of illness or other unavoidable reason is responsible for personally notifying his/her immediate supervisor, Senior Manager (Administrative Assistant, Chief of Staff, Deputy Chief of Staff, or District Director), and the Staff Assistant responsible for recording leave days. The employee must obtain approval before departure. Absenteeism or tardiness that is considered to be excessive, or failure to follow reporting procedures, may subject an employee to appropriate disciplinary action.

2.7.2 Lunch Period

Lunch periods are established by each employee's immediate supervisor. Non-exempt employees must not work during their lunch break without obtaining prior approval from their supervisor. Lunch periods for Staff Assistants are rotated to ensure coverage of the telephones and reception areas at all times.

2.7.3 Snow Days and Other Contingencies

When weather conditions or other emergencies make it unsafe to travel to and from work, the Office will be open for essential services only. Staff will be notified via email when this policy goes into effect. In such circumstances, leave will be granted to those employees who, due to unsafe weather conditions, are unable to report to work.

The Office does not follow government or school districts for weather-related closings. For example if the Federal Government is closed, that does not mean the Conference office will close.

2.8 Conflicts of Interest / Ethics in Government Act / Gifts

All employees of the Office must strictly comply with the provisions of the Ethics in Government Act and all House Rules and Standards of Conduct regarding outside income, gifts and personal financial disclosure, if required. Upon hire, each employee should familiarize himself or herself with the requirements of the House Code of Official Conduct and pertinent portions of the Ethics in

Government Act. New employees must attend one of the scheduled live ethics training briefings for new hires within 60 days of their start date. See ethics.house.gov for details of scheduled sessions. Failure to comply may be grounds for dismissal.

For those employees required to file personal financial disclosure statements and/or periodic transaction reports, the House Committee on Ethics has prepared the necessary forms, together with a detailed explanation of requirements of the Ethics in Government Act. Questions regarding financial disclosure may be directed to the House Committee on Ethics at (202) 225-7103. Those employees must file the required personal financial disclosure statements, either by the annual May 15 deadline or by an extension date approved by the House Committee on Ethics.

Employees of the Office are not to engage in conduct that constitutes a conflict of interest or a potential conflict of interest. In general, a "conflict of interest" is any activity or association by an employee that might compromise the integrity of the operations of the Office or the performance of the employee's duties. ***The acceptance of gifts of any value is not permitted other than as allowed in accordance with the House Ethics Rules.*** Therefore, employees must contact the appropriate Senior Manager regarding any offers of gifts, money, or other benefits by a federal registered lobbyist or anyone who has dealings with the Office. Failure to comply may be grounds for dismissal.

In addition, the STOCK Act makes it clear that government officials owe a duty of trust and confidence to the U.S. government and to the public. While an employee in the course of their government employment may obtain information which could be considered "material" and "non-public" information as those terms are used with regard to federal insider trading laws and regulations, he or she is not to trade on "material" or "non-public" information, or pass along such information to others for the purposes of trading, including such information obtained from government officials. Failure to comply may be grounds for dismissal.

2.9 Outside Employment

Employees of the Office may not secure employment outside the House which conflicts with the performance of their official duties. It is the responsibility of each employee to notify the appropriate Senior Manager of all outside employment.

In addition, certain employees face additional limitations on outside employment and earned income under Rule XXIII clause (c)(1). All employees assume full responsibility for educating themselves regarding outside employment restrictions by contacting the Ethics Committee.

2.10 Political Activities

Political activity by any House employee, designated or otherwise, may not be conducted on House time, in a House building, and may not involve the use of House resources or property. A House employee may, however, voluntarily engage in limited campaign activities during his/her off duty time, as long as the employee does not neglect his/her official duties; use House resources with respect to such activities; and the employee's outside activities do not create a conflict of interest. If the amount of time spent on campaign activity is substantial, the Office may reduce the employee's salary or remove the employee from the payroll to ensure that no public funds are expended on a campaign activity.

Employees of the Office wishing to work on a campaign may do so by voluntarily seeking the permission of appropriate Senior Manager and must have the records to show enough unused annual leave for the time away from the Office.

Employees of the Office may not receive, solicit, be a custodian of, or distribute any funds in connection with any campaign for federal office.

House property and equipment may not be used for campaign activities. Campaign contributions may not be solicited on, or for delivery to, House property, including the use of personal email accounts while on House property.

The *House Ethics Manual* and the CRS publication *Campaign Activities by Congressional Employees* provides a good summary of regulations that govern the participation of House employees in campaigns and campaign fund-raising.

2.11 Foreign Gifts and Travel

Stringent laws and rules govern employees' conduct relating to travel to foreign countries and the acceptance of gifts or hospitality from foreign nationals or governments. These are governed by both the House Rules and the Foreign Gifts and Decorations Act. Employees are required to consult with the appropriate Senior Manager and/or the House Committee on Ethics regarding those laws and the rules before traveling to foreign countries on House business or accepting gifts from foreign nationals or governments.

Approved foreign travel for official business will be limited to one trip per calendar year. Before approval will be granted, employees are required to submit a written request to his or her supervisor which includes how the trip directly relates to the employee's roles and responsibilities in the Office. Employees are also required to submit a post-trip report to the Member that includes key takeaways; contacts; and ideas developed on the trip.

The Office recognizes the immense opportunity for professional development that official trips can provide. Additional official travel, under the same guidelines outlines above, may be authorized at the discretion of the appropriate Senior Manager.

2.12 Reimbursement and Expense Reports

Employees may not incur official expenses without the prior approval of the appropriate Senior Manager.

After approval, requests for reimbursement for official expenses shall be prepared using the provided expense report form and presented to the appropriate Finance Director and Senior Manager for reimbursement. Reimbursements should be submitted on a monthly basis or when the expenses incurred to the employee exceed $150. Itemized receipts are required for any reimbursement. Some examples of allowable and unallowable expenses:

Allowable Expenses with Approval:

- Local business mileage (at the standard mileage rate as determined by the Internal Revenue Service)
- Overnight travel (lodging and meals)
- Airfare and rail transportation
- Some transportation and parking expenses for official business during regular office hours.

Unallowable Expenses:

- Alcohol or other entertainment expenses
- Professional membership dues
- First class tickets or upgrades
- Gifts
- Limousine or town car service
- Books and subscriptions
- Clothing

Upon request from an employee, the Office has the discretion to deem expenses not listed above as allowable or unallowable.

2.13 The Frank

The "frank" is the term applied to the use of the signature of a Member of Congress on mail in lieu of postage.

The frank is for official business only. Under no circumstances should the frank be used for an employee's personal mail, which may only be sent using the

employee's own postage stamps, stationary and envelope. This rule applies to "inside mail" as well.

The frank cannot be used on mail to foreign countries. Letters or documents to foreign officials should be sent in care of the country's consulate in the United States.

If there is any doubt regarding whether the use of the frank is appropriate, check with the appropriate Senior Manager. As a general rule, when in doubt, stamp it.

2.14 Mass Mailing

The Office is required to report all mass mailings to the House Committee on Administration. A mass mailing is defined as any mailing of more than 500 items of substantially the same material within a one-year period. For reporting purposes, each employee is responsible for providing the appropriate Senior Manager with 3 copies of any document that is part of a mass mailing.

2.15 Use of Official Stationery

Use of official stationery of the Office by an employee is limited to correspondence relating to the official capacity or responsibilities of the employee. Use of official stationery for personal business or matters unrelated to the Office is strictly prohibited.

2.16 Office Property

In the event of an emergency, the absence of an employee, or under certain other circumstances, it may be necessary for the Office to enter an employee's office, desk, or file cabinets to retrieve materials or files. Therefore, the Office reserves the right to enter an employee's office or work station, including an employee's desk and file cabinets. It should be noted that all offices, desks, file cabinets, computers, and other office equipment are the property of the U.S. House of Representatives and are issued for the use of employees in relation to their employment with the Office. Employees should therefore have no expectation of privacy with respect to such property.

2.17 Computer Policy

Each employee must adhere to the following security guidelines to safeguard the Office's computers and Local Area Network ("LAN") files from unauthorized disclosure, modification and destruction:

- Log off of your computer before leaving for the day;

- Do not allow unauthorized individuals to view sensitive data displayed at workstations or printers;
- Never leave a computer workstation unattended while it is logged onto the LAN;
- Protect computer passwords and change them often;
- Scan all portable drives for viruses before opening or downloading files from them, especially if a drive has been used or received from outside the Office;
- Ensure that only intended recipients receive confidential or sensitive materials transmitted via the LAN;
- Safeguard data and materials that have been downloaded from the LAN to individual workstations or to diskettes;
- Properly handle, store, and dispose of diskettes and other media used to store sensitive data;
- Never load software or hardware onto any computer in the Office (including laptop computers) without direct authorization from the Systems Administrator;
- Never open e-mails or e-mail attachments sent by someone you do not know; and,
- Never open or forward a chain letter e-mail.

Under certain circumstances, it may be necessary for the Office to access an employee's computer to recover documents or other data. For this reason, the Office reserves the right to access all computer files, e-mail messages, or instant messages at any time. Information stored on the Office's computers, including any disk or other storage media or storage device located in the Office (or supplied by the Office, such as portable computers) is the property of the Office and is not private.

All computer software belongs to the Office. Employees of the Office may not make copies of any software licensed to the House or to the Office and may not remove software from the Office. Employees are also prohibited from using unlicensed software on an individual computer or on the Office's LAN.

2.17.1 Electronic Communications

Electronic mail ("e-mail") is provided as a communications tool to employees of the Office and should be used with the same rules of professional behavior that apply to the use of the telephone. Be aware that e-mail sent can be saved and forwarded by the recipient, and that things said in an e-mail could be misinterpreted.

E-mail use should generally be limited to work-related matters. Incidental personal use of e-mail and instant messaging is permissible only to the extent that such use is negligible in nature, frequency, time consumed, and otherwise conforms to the regulations of the Committee on House Administration and the

Code of Official Conduct (House Rule XXIII). Employees have no expectation of privacy regarding e-mails or instant messaging sent from or to an Office computer or account.

Use of electronic communications to do any of the following is strictly prohibited: to commit an unlawful act; to harass, annoy, offend or disrupt another employee; to advertise or promote outside business; or to solicit or distribute information to employees in violation of the Office's solicitation and distribution policy. Unacceptable e-mails include, but are not limited to, those that contain language or images that are sexual or derogatory towards a person's race, religion, disability, ethnicity, age, or gender.

2.17.2 Use of the Internet

Employees who have access to the Internet on Office computers should use the Internet for work-related purposes. Incidental personal internet use is permissible only to the extent that such use is negligible in nature, frequency, time consumed, and otherwise conforms to the regulations of the Committee on House Administration and the Code of Official Conduct (House Rule XXIII). Employees have no expectation of privacy regarding internet activities conducted using Office computers, accounts or resources. Further, all information accessed and communications sent over the Internet, including e-mail or social media communications, will be identified with the Office. For this reason, employees must identify themselves properly when using any Internet service and should be aware that their conduct can reflect on the reputation of the Office and the Congresswoman.

The use, download, and/or dissemination of Peer to Peer (P2P) software on Office computers is strictly prohibited.

Employees may not use the Internet:

- For matters that are purely personal and unrelated to the official duties of the employee (except in the limited circumstances permitted by the incidental use policy described above);
- To access social networking or other new media web sites (except in the limited circumstances permitted by the incidental use policy described above), including, without limitation, Facebook, Twitter, Reddit, Instagram, YouTube, and JDate, for purposes other than those directly related to performance of an employee's duties, and in all cases employees shall not post on any such web sites at any time information that could embarrass or reflect negatively on the Congresswoman or the Office, or information regarding events held in the Office, visitors to the Office, the inner workings and general operations of the Office, etc.

- To access pornographic, obscene or other "inappropriate material." "Inappropriate material" includes, but is not limited to, language, images or sounds that are sexual in nature or would offend anyone on the basis of the person's age, race, national origin, disability, gender, or religion;
- To download software (except as may be authorized);
- To engage in unlawful activities;
- To solicit funds for any purpose or to engage in promotional or commercial activities;
- To make misrepresentations of any kind; or,
- To solicit political or financial support for a particular candidate or party.

Employees who abuse Internet privileges will be subject to appropriate disciplinary action, up to and including termination of employment. Accessing pornographic, obscene, or other inappropriate material on the Internet may also be a violation of the Office's harassment policy and is grounds for immediate termination of employment.

All data stored on the Internet are and remain the property of the Office. This property includes, but is not limited to, Internet searches, bookmarks, sent and received messages and images, material printed from the Internet, and deleted material. Use of the Internet, therefore, is not private, and the Office may monitor employees' Internet activities at any time.

2.17.3 Social Media Policy

The Office believes that social media use is an important part of the Office's dialog with the public and should be embraced within the guidelines below. This policy applies to all social networking sites; blogs; multi-media; and wikis for personal and professional use.

All employees are a direct reflection of the Congresswoman and the Office both during and outside of work hours; therefore employees are personally responsible for all content posted to social media.

Employees should:

- Be aware of associations with the Office in online communications.
- Limit personal social media use during work hours and devote any use to work-related communications.
- Ensure profile and related content is consistent with the standards and expectations of the Office and the Congresswoman.
- Ensure online postings do not disclose any information that i confidential or proprietary to the Office or to any third party that has disclosed information to the Office.

- Respect copyright, privacy, fair use, financial disclosure, and other applicable laws.
- Not claim not imply they are speaking on the Office' behalf.

The Office reserves the right to request that certain subjects are avoided; certain posts withdrawn; and inappropriate comments removed. Failure to comply may be grounds for dismissal.

2.18 Confidentiality

During employment with the Office, all employees will be exposed to certain information of a sensitive or confidential nature. It is critical that confidentiality be maintained by all employees who work for the Office, that no disclosure of confidential information be made to anyone except as required in the performance of work, and that no use be made of confidential information for personal gain or the harm of others.

Examples of sensitive or confidential information may include information designated as classified or secret by the government, matters involving the personal or professional lives of Office employees or Members of Congress, internal legislative or political strategy, and internal operations of the Office, among others.

Strict observance of this policy by all employees is of great importance to the effective operation of the Office. Violations of this policy may result in discipline, up to and including immediate termination. Employees who discover a violation of this policy have the responsibility to notify their supervisor. If any employee has any question as to whether any information is sensitive or confidential, he or she should discuss it with the appropriate Senior Manager.

Violations of this policy also could expose the violator to civil and/or criminal liability.

Any suspected unauthorized disclosures of classified information will be reported to the Sergeant at Arms office or other appropriate authorities.

2.19 Drug and Alcohol Abuse

2.19.1 Purpose

Members of the House and their staff occupy sensitive positions requiring a high degree of trust and confidence. In addition, the Office has a responsibility to protect its employees, the public, members, and all other persons who interact, directly or indirectly, with the Office's employees. Therefore, the Office

strictly prohibits all employees from being under the influence of drugs illegally or alcohol while on paid time or while on workplace premises. (*See* below for an explanation of illegal drug use.) Limited exceptions to this prohibition are made for the lawful consumption of alcoholic beverages at pre-approved functions. All employees are expected to exercise good judgment when consuming alcoholic beverages in such circumstances. Also, the Office prohibits any illegal use, manufacture, dispensation, or possession of drugs.

Employees who violate this policy may be disciplined, up to and including immediate termination, at the discretion of the Office.

2.19.2 Definitions

"Paid time" means any time and at any place an employee either is representing the Office, handling business of any form affecting the Office, or attending an event – regardless of the time of day – to which he/she would not have been invited but for the fact that he/she is employed by the Office. Examples of the latter include evening receptions, weekend retreats and workshops, as well as foreign and domestic trips.

The Office may determine that an employee is "under the influence" with respect to alcohol if the employee exhibits physical symptoms caused by alcohol consumption, such as slurred speech, alcohol-related bodily odors, loss of balance, or lapses of consciousness, for which the employee cannot provide a credible non-alcohol-related explanation and which reasonably lead a supervisor to believe the employee's ability to perform his or her job safely or effectively has been impaired by alcohol.

The Office may determine that an employee is "under the influence" with respect to drugs if the Office observes the employee's unauthorized possession of a controlled substance, or the employee exhibits physical symptoms caused by such unauthorized use or possession, such as dilated pupils, rapid heart rate, drug-related bodily odors, slurred speech or lapses of consciousness, for which the employee cannot provide a credible lawful explanation and which reasonably lead a supervisor to believe the employee's ability to perform his or her job safely or effectively has been impaired by drugs.

The term "drugs" means any and all controlled substances except those taken in accordance with a lawful prescription issued to the user. Therefore, use of a controlled substance except as authorized by a lawful prescription constitutes unlawful drug use under this policy.

"Controlled substance" is defined in Schedules I through V of Section 202 of the Controlled Substances Act, 21 U.S.C. § 812, which includes, but is not limited to, the following: opiates (including heroin or morphine), hallucinogenics (including marijuana, PCP, or LSD), depressants (including barbiturates),

stimulants (including amphetamines or cocaine), deliriants (including inhalants such as glue solvent and nitrous oxide), and anabolic steroids.

2.19.3 Voluntary Treatment and Counseling

The Office encourages all employees who need assistance in dealing with alcohol or drug dependency problems to seek counseling through the various private and public agencies and programs that exist in their communities. Employees may also seek assistance by contacting the House Employee Assistance Programs at (202) 225-2400. Requests for voluntary treatment and related matters will be kept as confidential as possible, and, to the extent required by law, the Office will reasonably accommodate an employee's attempt to deal with dependency problems. Employees may not, however, escape discipline by requesting treatment only after having violated the Office's Drug and Alcohol Abuse Policy.

2.19.4 Non-Discrimination Policy

The Office complies with all provisions of the Americans with Disabilities Act ("ADA") as incorporated by the CAA. No employee or applicant for employment who is currently drug-free will be denied employment or otherwise discriminated against solely because of the individual's prior abuse of drugs, prior treatment for drug abuse, or status as an alcoholic or recovering drug addict. The CAA, however, does not protect employees who are current illegal users of drugs. Also, the law permits the Office to hold alcoholic employees to the same job standards as all other employees and to discipline alcoholic employees to the same extent other employees are disciplined.

2.20 Fitness for Duty

An employee is responsible for notifying the appropriate Senior Manager of any conditions, including but not limited to, those resulting from the taking of medically authorized prescription drugs that may impair the employee's ability to perform his or her job in a safe or effective manner. (Employees are not required to disclose the type of medication or the reason for it. They must notify management only of the fact that their job performance may be impaired.) The Office will attempt to ensure that the disclosure and substance of such information is kept confidential and that it will be disclosed only to individuals with a legitimate need to know. No employee will be discriminated or retaliated against as a result of his or her disclosure of such information. The disclosure is required only to ensure safety in the Office and to protect the employee against inaccurate assumptions that might otherwise be made about the employee's performance.

2.21 Smoking Policy

To provide a safe and healthy working environment for all employees, smoking is prohibited in the Office. Employees who violate this policy may be subject to disciplinary action. All employees share responsibility for maintaining a smoke-free workplace.

Employees interested in attending a smoking cessation program should contact the Office of Employee Assistance at (202) 225-2400.

2.22 Media Relations

Only the Director of Communications, his/her designee, or the Chief of Staff are permitted to communicate about any matter related to the Office with members of the press without direct prior authorization from the personnel listed above. An employee who receives requests of contact from the media regarding any issue related to the Office must report them to the Press Office immediately.

2.23 Workplace Violence

The safety and security of Office personnel and visitors are of vital importance. Therefore, acts or threats of violence made directly or indirectly by an employee against another person's life, health, well-being, family or property are prohibited and will not be tolerated. Such acts or threats include, but are not limited to, coercion that endangers the safety of employees or visitors, intimidation or harassment. This policy applies to any threats made on Office property, at Office events, or under other circumstances that may reflect negatively on the Office or affect the Office's ability to conduct business or accomplish its mission. Such acts or threats of violence, whether made directly or indirectly, by words, gestures, or symbols, may infringe on the Office's right and obligation to provide a safe workplace for its employees.

Employees play a crucial role in the administration of this workplace violence prevention policy. It is vitally important that employees report, in accordance with the intent and purpose of this policy, any behavior of a fellow employee or visitor that appears to compromise the Office's ability to maintain a safe work environment. Retaliation for truthful reporting of any acts or threats of violence is prohibited.

2.24 Safety and Security Policy

It is the policy of the Office to maintain safe working conditions for its employees. Accordingly all employees are expected to abide by applicable safety and security rules and regulations at House facilities. Failure to observe general safety procedures, neglect of the safety of others, or the commission of unsafe acts is unacceptable.

In the event of an emergency, employees must follow the emergency action plan that has been developed for the Office.

An employee who is injured while at work must report the injury immediately to the appropriate Senior Manager.

In furtherance of security and safety concerns, offices and work stations are subject to inspection at the Office's discretion.

All employees are issued identification cards that allow them to access the Capitol and House Office Buildings. An employee must immediately report a lost or stolen I.D. card and will be issued a new I.D. card. ***Because the I.D. card is House property, it must be returned upon termination of employment.***

2.25 Medical Emergencies

If a medical emergency occurs during working hours or on the premises, immediately contact the Capitol Police at 911 or the Cannon Physicians Office at (202) 225-3470. The Cannon office is open from 8:30 a.m. to 5:00 p.m. or until 15 minutes after the House adjourns.

It is the duty of the employee to inform the Office of any changes in information concerning persons to contact in case of an emergency.

2.26 Non-Discrimination and Anti-Harassment Policy

It is the policy of the Office that discrimination or harassment on the basis of race, color, religion, national origin, disability, age, uniformed service, gender (including sexual harassment), and/or on any other basis prohibited by House rules or applicable law, is prohibited and will not be tolerated.

All management and non-management employees are required to avoid any behavior that could be interpreted as harassment.

2.26.1 Sexual Harassment

One form of prohibited harassment is sexual harassment. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature when:

(a) the employee's submission to or rejection of the conduct results in a tangible employment action (such as promotion or demotion); or
(b) the conduct is sufficiently severe or pervasive so as to interfere unreasonably with the employee's work performance or work environment.

Sexual harassment may include, but is not limited to, such actions as sex-oriented verbal "kidding", "teasing," jokes, or suggestive or lewd remarks; subtle or blatant pressure for sexual activity or unwelcome dating; physical contact such as pinching or brushing against another's body; demands for sexual favors; unwanted hugging or kissing; and displaying derogatory or pornographic posters, cartoons, drawings, or male or female pinups.

2.26.2 Complaint Procedure for Reporting Harassment

It is the Office's intent to stop harassment before it rises to the level of a violation of the law. Therefore, the Office has established a procedure for reporting harassment complaints. Employees should follow this procedure for reporting any form of harassment. If you feel that you have been the victim of any prohibited harassment, immediately notify the appropriate Senior Manager. If you do not feel comfortable reporting a complaint to either of these individuals, you should report it to a supervisor. You are not required to confront or report the alleged harassment to the individual whom you believe is harassing you. Your complaint will be taken seriously and will be investigated immediately, as confidentially as possible. If a violation of this policy is found to have occurred, appropriate corrective action, which may include termination of employment or lesser disciplinary action depending on the severity of the offense, will be taken against the harasser.

Any supervisor who receives a complaint of harassment or observes prohibited harassment must immediately report it to the appropriate Senior Manager.

Non-supervisory employees are encouraged to report all incidents of harassment in conformity with the above complaint procedure if they are aware of harassing behavior directed at someone else in the Office.

It is against Office policy for any employee to retaliate in any way against an employee for having complained about harassment. Any employee who does retaliate will be disciplined up to and including termination.

2.27 Solicitations and Distribution of Literature

In the interest of maintaining a proper working environment and preventing interference with work and inconvenience to others, the Office prohibits employees from distributing literature, printed materials, or petitions of any kind during working time or in working areas. Employees are also prohibited from soliciting during working time. "Soliciting" includes asking for membership, contributions, pledges, or subscriptions for any unauthorized purpose. "Working time" refers to the work hours of the employee doing the soliciting or being solicited. Solicitation or the distribution or circulation of any material in the Office by non-employees is likewise prohibited at all times. This policy also prohibits such solicitation or distribution by electronic mail.

BF.CMR.HEC.030916.Q2.000135

III. Employee Benefits

3.1 Holidays

The Office will observe the following holidays if the House is not in session:

New Year's Day
Martin Luther King's Birthday
President's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans' Day
Thanksgiving
Day after Thanksgiving
Christmas Eve
Christmas

Additional days observed for holidays beyond the above list should not be considered by employees in the planning of travel or time off. Any additional observed days are determined at the discretion of the Congresswoman and will be notified to employees upon any such decision.

3.2 Leave Policy

The leave policy of the Office is designed to provide benefits to employees, while maintaining enough flexibility to allow the Office to perform its functions. Leave is defined under four separate categories: Personal Leave (vacation, minor illness); Major Life Leave (marriage, maternity/paternity, major illness, bereavement); FMLA (additional legal allowances for family and medical purposes); Miscellaneous (leave without pay, jury/military duty, furlough, etc).

Personal Leave
Personal leave is based upon the calendar year. Vacation leave and sick leave are combined in the Office and considered personal leave. All full-time employees of the Office are entitled to fifteen (15) days of personal leave per calendar year.

Requests for annual leave must be made twenty-one (21) days in advance in writing and must be approved by an employee's immediate supervisor and then forwarded to the appropriate Senior Manager for final approval. Leave will not be granted when the House is in session, except under extraordinary circumstances.

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Staff are advised to refrain from purchasing travel tickets or making reservations until their requested leave has been approved in writing.

Unused personal leave days may not be carried over to the next year. The Office maintains a "use it or lose it" policy regarding annual personal leave.

Unused personal leave days may not be exchanged for cash compensation if an employee accepts another position of employment or employment with the Office is terminated.

Because of the prohibition against dual compensation, an employee cannot be retained on the House payroll after reporting to another federal job.

If an employee has taken more personal leave than granted (fifteen (15) days per calendar year), the Office may deduct the excess leave from the employee's final paycheck or seek reimbursement from the employee.

Sick Leave
Sick leave is incorporated into the Office's Personal Leave policy. Eligible employees who suffer from a serious health condition are entitled to leave under the Family and Medical Leave Act as discussed below.

Employees who are unable to report to work or who must leave work because of illness or injury must notify their immediate supervisor as soon as possible or no later than 8:00 a.m. The employee must also notify the Staff Assistant for recording purposes. Upon return to the office, the employee is responsible for retroactively completing any paperwork.

The Office must be contacted on each additional day of absence. Failure to follow these procedures may result in the treatment of the day as an unexcused absence, which may result in disciplinary action up to and including termination.

Religious Holidays
The Office seeks to accommodate reasonable requests for leave for religious observances. Employees may elect to take unpaid leave (if the employee has exhausted his or her paid leave) for such purposes. The availability of such leave depends on the operational needs of the Office. Accordingly, employees should request such leave as far in advance as possible to allow for appropriate scheduling to be made by management.

Bereavement Leave
Employees are entitled to up to ten (10) days of paid bereavement leave for the death of an immediate family member. An "immediate" family member includes an employee's parent, stepparent, spouse, child, stepchild, brother, stepbrother, sister, stepsister, grandchild, grandparent, mother-in-law, father-in-law, son-in-law or daughter-in-law. Personal leave for the death of friends or

other relatives will be charged against personal leave days. At the Office's discretion, additional bereavement leave for travel time and other extenuating circumstances may be granted.

Military and Federal Emergency Task Force Duty
An employee who is a member of a National Guard or Armed Forces Reserves unit and is required to attend a two-week (not to exceed 15 consecutive days) training session annually will be given paid leave for that purpose. Any compensation provided by the National Guard or Reserves may be retained by the employee. An employee who is a member of a Federal Emergency Task Force and is called to duty will be given paid leave for that purpose. To apply for the leave, appropriate documentation (e.g., a copy of the orders) must be submitted to the Office as far in advance as possible.

Employees who require absences for military duty (including long-term absences for active duty) will be accorded all benefits provided by law. Any employee who is required to take a leave of absence for military duty must notify the Office immediately.

Jury and Witness Duty
An employee who is summoned for jury or witness duty and must be absent from work will continue to receive full pay and will not be charged annual leave. Upon receipt of such summons, the employee must notify the Office immediately and must provide a copy of the summons or other written documentation requesting jury or witness duty.

Certain courts require only that a juror telephone the court each morning to determine whether the juror must report to court. Under such circumstances, when not needed by the court, the employee must report to work.

As provided by law (2 U.S.C. 130b(d) and (e)), any fee paid to an employee for jury or witness duty shall be turned into the Office, and the entire amount will be remitted to the House Finance Office. Any reimbursement made to an employee for expenses incurred in rendering jury or witness service may be retained by the employee. Upon returning to work from jury duty, an employee shall provide the Office a certificate of attendance from the Clerk of the court or similar court official for each day of absence.

Leave Without Pay (LWOP)
Requests for leave without pay other than unpaid FMLA may be granted at the discretion of the appropriate Senior Manager.

As a basic condition for approval of LWOP, the Office should have a reasonable assurance that the employee will return to duty at the end of the approved period. LWOP status should be requested in advance of the period of absence. In no case may the period of LWOP status exceed six months.

Furlough
Furlough is an absence without pay initiated by the Office. Placement in a furlough status is at the discretion of the office, unless placement in such leave status is otherwise required by law.

Parental Leave Policy
Parental Leave is defined as leave for the purpose of caring for the employee's newborn child, newly-adopted child, or child newly-placed in the custody and guardianship of the employee through a foster care program. This leave applies to all employees regardless of gender. The employee requesting leave must have been employed by a Congressional office for a minimum of 12 months prior to the request for the leave and must have worked a minimum of 1,250 hours. The minimum of 1,250 hours of employment must have been worked during the 12 months immediately preceding the commencement of leave. If an employee has worked for more than one employing office, the periods worked and the hours of service will be added together to determine whether the minimums of 12 months and 1,250 hours during the previous 12 months have been reached.

Entitlement to this leave expires 12 months after:

a. the birth of a child;

b. the date an adoptive child is brought into the employee's home; or

c. the date a foster child is brought into the employee's home.

Eligibility for paid parental leave is contingent on the employee's expression of intent to return to work upon completion of paid parental leave and/or any additional Federal Medical Leave (FMLA) taken to care for the child.

Calculating the Leave Year:
For purposes of applying for parental leave, the 12-month period during which an employee/mother (maternity leave) is entitled to **eight work weeks** of paid parental leave is calculated on a rolling 12-month basis measured backward from the date the employee uses the parental leave. The employee is therefore entitled to eight work weeks of paid parental leave "per 12-month period" and not "per child."

For purposes of applying for parental leave, the 12-month period during which an employee/father (paternity leave) is entitled to two work weeks of paid parental leave is calculated on a rolling 12-month basis measured backward from the date the employee uses the parental leave. The employee is therefore entitled to two work weeks of paid parental leave "per 12-month period" and not "per child."

Notice of Parental Leave: If the need for leave is foreseeable, an employee must provide at least 30 days' notice (written or verbal), or otherwise as much advance notice as practicable. If an employee fails to give 30 days' notice, with no reasonable excuse, the Office may delay or deny the taking of parental leave.

Any employee who takes parental leave must submit a written request for leave, even if the request is filed after the leave has commenced. Such written notices must be submitted to the appropriate Senior Manager, and shall include the dates and the reason(s) for the requested leave (i.e., the nature of the qualifying event). Failure to provide a written request for leave may also result in a delay or denial of leave.

Certification of Reason for Leave:
An employee requesting parental leave must provide written verification of the event necessitating such leave. In the case of leave to care for a newborn child, the employee must provide a written verification stating that the employee/employee's spouse is pregnant and the expected date of delivery. In the case of a newly-adopted child or placement of a foster child in the employee's custody, the employee must provide documentation from the appropriate adoption agency or social services department as to the date the child is to be placed in the employee's custody and/or guardianship.

Continuation of Benefits:
While on paid parental leave or unpaid FMLA leave, employees will continue to be enrolled in their health insurance plans. As long as the employee remains enrolled in his or her health insurance plan, the U.S. House of Representatives will continue to pay the Government contribution for employees on such leave. The employee, however, is responsible for payment of the employee's share of health insurance coverage. Under federal regulations, an employee whose enrollment continues for a period of time without payment is deemed to have consented to recovery of indebtedness for past-due health benefits premiums from future salary or from any other moneys owed to an employee by the Federal Government.

Reinstatement from Leave:
Upon return to work after taking parental leave, an employee generally will be entitled to be restored to the same position or an equivalent position to that which the employee occupied before taking parental leave.

Family and Medical Leave Act (FMLA)
Under the applicable provisions of the FMLA, any person who has worked as an employee of the House for at least one year and for a total of at least 1,250 hours during the previous 12-month period is entitled to up to a total of 12

weeks of unpaid leave during any 12-month period for the following family and medical reasons:

A. for the birth of a child and to care for the newborn child;

B. to adopt a child or to receive a child in foster care;

C. to care for a spouse, son, daughter, or parent who has a serious health condition; or

D. for the employee's own serious health condition which makes the employee unable to perform the functions of his or her job.

The FMLA defines the term "serious health condition." 29 U.S.C. ' 2611(11). When requesting leave, an employee must explain the reason for the leave to allow the Office to determine whether the leave qualifies as FMLA leave.

Calculating the Leave Year:
For FMLA purposes the 12-month period during which an employee is entitled to 12 work weeks of unpaid FMLA leave is calculated on a rolling 12-month basis measured backward from the date the employee uses family and medical leave.

Notice of FMLA Leave:
If the need for leave is foreseeable, an employee must provide at least 30 days notice (written or verbal), or otherwise as much advance notice as practicable. If an employee fails to give 30 days' notice, with no reasonable excuse, the Office may delay the taking of FMLA leave.

Any employee who takes FMLA leave for any reason must submit a written request for leave, even if the request is filed after the leave has commenced. Such written notices must be submitted to the appropriate Senior Manager and shall include the dates and the reason(s) for the requested leave. Failure to provide a written request for leave may also result in a delay or denial of leave.

For leave requested for care of a family member with a serious health condition or for the employee's own illness the employee shall make a reasonable effort, after consulting with the appropriate Senior Manager to schedule leave so as not to unduly disrupt office operations (subject to approval of the health care provider).

Substitution of Paid Leave for FMLA Leave: An employee may substitute his or her personal leave for FMLA leave for the care of a newborn or newly adopted or newly placed foster child or for the care of a family member's serious health condition. An employee may substitute his or her personal leave for FMLA leave for the employee's own serious health condition (including

complications associated with childbirth). Any paid leave and/or other paid time off taken for the employee's serious health condition may count toward an employee's FMLA entitlement.

FMLA leave will be designated as such retroactively upon an employee's return to work where the employee does not inform the Office in advance of the reason for the leave and the Office discovers upon the employee's return that the reason for the leave falls under the FMLA.

Intermittent or Reduced Schedule Leave:
When an employee seeks to take FMLA leave intermittently or on a reduced schedule basis, the employee must comply with the following guidelines:

Leave may be taken intermittently or on a reduced leave schedule to care for a seriously ill family member or for the employee's own serious health condition. Leave shall not be taken intermittently or on a reduced leave schedule to care for a newborn or a newly adopted or newly placed foster child without the agreement of the Office.

When leave is taken intermittently or on a reduced leave schedule, the Office may require that the employee transfer to an alternative position which has equivalent pay and benefits, and which better accommodates recurring periods of leave.

Medical Certification:
An employee who requests FMLA leave for his or her own illness or to care for a family member is required to provide a medical certification from the health care provider that the leave is due to the serious health condition of the employee or the employee's immediate family member. The employee must have the health care provider complete and return the certification form within 15 days, where possible.

The Office may also require an opinion by a second health care provider designated by the employer. If there is a conflict between the first and second certifications, the Office may require and pay for a third opinion by a health care provider jointly approved by the Office and the employee. The opinion of the third health care provider is final and binding.

The Office may also require that an employee present a "fitness for duty" certification upon return to work when the absence is caused by the employee's own serious health condition. The Office may seek such certification only with respect to the particular serious health condition that was the reason for the employee's request for FMLA leave. The employee is responsible for the cost of such certification. The appropriate Senior Manager will notify the employee whether a "fitness for duty" certification is required as soon as possible after the employee notifies the Office of the reason for FMLA leave. The Office may

delay or refuse to restore an employee to duty if the Office has requested and the employee has failed to provide the appropriate "fitness for duty" certification.

Periodic Reports:
The Office may also require periodic reports from an employee on leave regarding his or her status and intention to return to work.

Continuation of Benefits:
While on FMLA leave, whether paid or unpaid, employees will continue to be enrolled in their health insurance plans. As long as the employee remains enrolled in health benefits, the U.S. House of Representatives will continue to pay the Government contribution for employees on Leave Without Pay. The employee is responsible for payment of the employee share and will be contacted by the Office of Personnel and Benefits to arrange for monthly payments. Under federal regulations an employee whose enrollment continues for a period of time without payment is deemed to have consented to recovery of any indebtedness for past-due health benefits premiums from future salary, or from any other moneys owed to an employee by the Federal Government.

Reinstatement from Leave:
Upon return to work after taking FMLA leave an employee generally will be entitled to be restored to the same position or an equivalent position to that which the employee occupied before taking FMLA leave. If an employee is unable to perform the essential functions of his or her job because of a mental or physical condition, the employee has no right to restoration to another position under the FMLA.

If an employee is on family and medical leave in excess of 12 weeks within a 12-month period, the employee will not be guaranteed reinstatement. Except for employees on authorized active military duty, if an employee accepts other employment while on leave, the employee will be deemed to have terminated employment with the Office on the first day of the new employment.

Performance and Merit Reviews:
Performance reviews may be delayed for a period equal to the length of the FMLA leave.

Misrepresentation:
If an employee misrepresents the reasons for requesting FMLA leave, the employee may be subject to disciplinary action, up to and including termination.

Intimidation and Retaliation Prohibited:
An employer may not use the taking of FMLA leave as a negative factor in employment decisions such as promotions or disciplinary actions. Retaliation of any kind is prohibited.

3.3 Student Loan Repayment Program

The Office participates in the House's student loan repayment program. Employees who have outstanding student loans that are not in default or in arrears and whose loans are eligible may participate in this program. Under the program, the Office agrees to repay some or all of an employee's student loan in exchange for the employee committing to work for the Office.

The Office's budget for loan repayments is limited, so the Office retains the sole discretion to determine which, if any, employee loans will be repaid and the amount of the repayments. Employees who are interested in being considered should inform the appropriate Senior Manager. No employee whose annual salary exceeds basic pay for an ES-1 position of the Senior Executive Schedule or has recently engaged in misconduct will be considered for participation in the program. Employees who are accepted into the program will be required to enter into a written agreement that delineates the terms of the employee's participation in the program. Should an employee enrolled in the program violate terms of the written agreement, the employee is responsible for all penalties, including financial penalities.

The Office reserves the right to periodically re-evaluate and alter its participation in this program.

3.4 Other Employee Benefits

The Finance Director will provide all new employees with information regarding other benefit options. These include health insurance, life insurance, the Federal Employees Retirement System (FERS), and the Thrift Savings Plan (TSP).

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IV. Employee Conduct and Discipline

4.1 Employee Conduct and Discipline

To ensure that all employees are working in a safe and productive environment and that the Office is able to operate at optimum efficiency, certain general standards of personal conduct and job performance have been established.

Standards of job performance are determined by the employee's position. Standards of personal conduct, however, are uniform throughout the Office. Employees are expected to be courteous and respectful.

While it is anticipated that most problems will be resolved through the cooperation of employees, there are times when inadequate performance or inappropriate conduct, whether committed during Office hours or on the employee's own time, may result in disciplinary action. Appropriate disciplinary action may, at the Office's sole discretion, include probation, suspension, demotion, or other actions up to and including termination, depending on the offense and circumstances.

4.1.1 Insubordination

Employees are expected to follow lawful directions given by a supervisor or other persons in authority. Failure to perform or unreasonably delaying the performance of instructions given by a supervisor or other person in authority is unacceptable and may result in disciplinary action, up to and including termination of employment.

4.1.2 Dress Code

All employees are expected to dress in attire appropriate to their position and duties.

- Session Days: Business attire
- Innovation Days (not in session): Business casual

Denim, shorts, flip-flops, or midriff exposure are **never permitted**.

4.1.3 Misconduct

The actions listed below are unacceptable and may result in appropriate disciplinary action, up to and including termination. The misconduct identified below is merely illustrative and is not intended to be a complete list of misconduct. It does not alter the Office's at-will employment policy.

COE.MCMRODGERS.057003

- Misrepresenting or withholding information on an employment application or House records, including time cards, injury reports, leave reports, personnel documents, etc.
- Removing House property, records, or documents without proper authorization; releasing sensitive or confidential information without proper authorization; allowing access to such information by unauthorized personnel; or using such information or property for personal reasons
- Unauthorized possession, willful destruction, or abuse of House property or the property of any individual on the premises
- Entering a restricted area or allowing another person to enter without proper authorization
- Failure to abide by the leave policies of the Office
- Excessive absenteeism or tardiness without proper authorization
- Absence without proper authorization
- Sleeping on the job
- Use of abusive, threatening or obscene language; using language that adversely affects morale, production, or maintenance of discipline
- Engaging in discrimination or harassment
- Performing personal business during working hours or using the mailing frank or other official property for personal reasons or benefit
- Violating the Office's alcohol and drug abuse policy
- Possessing dangerous weapons on the premises without proper authorization
- Illegal or disorderly conduct of any kind such as fighting, wrestling, roughhousing, or any other activity that is potentially hazardous to life, limbs, or property
- Failure to follow House Rules and federal laws concerning the acceptance of gifts, conflicts of interest, and the reporting of financial interests or employment
- Failure to observe general safety procedures, neglect of the safety of others, or the commission of unsafe acts
- Reviewing the electronic mail files of another employee without appropriate authorization
- Failure to follow the Office's computer, electronic mail or Internet policies
- Unauthorized communications with members of the press, written statements, personal appearances, testimony, articles, or comments on any aspect of the employee's official responsibility as an employee of the Office or relating to matters of the House without direct prior clearance from the appropriate Senior Manager
- For non-exempt employees: working overtime without appropriate, prior authorization
- Violating the Office's solicitation and distribution policy
- Any other action that is deemed to be inconsistent or incompatible with the standards and expectations of the Office or that shows a disregard for the

Office's or the House's interests or the employee's duties and obligations to the Office or the House.

Performance Reviews

The Office will review the employee's job performance two times per year – in May or June and in October or November of each year to discuss his/her job interests and career goals. The Office does this to bring to the employee's attention both areas in which he/she is performing well and those that need improvement. Performance evaluations can also influence decisions regarding any pay increases or promotions. A performance review does not mean that an employee is guaranteed a pay raise. Some of the factors the Office considers in its evaluation of employee include: quality of work; job skills; dependability; attendance and punctuality; cooperativeness; knowledge of work; willingness to assume responsibility; willingness to accept direction; ability to give direction where applicable; adherence to Office policies; and improvement since the last review. The Office will provide each employee the opportunity to comment on the evaluation. Employees should understand that an evaluation does not alter the employee's at-will relationship or create a contract with the Office as described elsewhere in this Handbook.

Open Door Policy

The Office recognizes that open communication between employees and senior management is an essential element of a productive work environment. To that end the Office has adopted an Open Door Policy. The Open Door Policy has been established to enable employees to seek resolution of job-related issues. It is intended to create a process whereby employees can raise any questions or concerns with the assurance that these issues will be addressed promptly and effectively.

Employees are encouraged to discuss job-related concerns or questions with their immediate supervisor. If an employee fails to get satisfaction from his/her immediate supervisor, or the supervisor is involved in the issue or concern, the employee may discuss the issue with a higher-level supervisor, including the appropriate Senior Manager.

It is the responsibility of all management personnel to respond to Open Door Requests in a timely and objective manner. Retaliation is prohibited against any employee because he/she uses the Open Door Policy, as well as participants in any investigation prompted by any such complaint or inquiry.

NOTE: The following THREE offenses are subject to immediate dismissal: Insubordination, Dishonesty and Stealing.

V. Termination of Employment

5.1 Termination of Employment

The Office desires that employment in the House and with the Office be a rewarding and successful experience. Circumstances may arise, however, that will make it advisable for an employee to end his/her employment with the Office.

Employees who voluntarily decide to terminate their employment with the Office are requested to provide adequate notice. Adequate notice is customarily two weeks, and may be longer depending on the employee's particular responsibilities. The Office's request that employees give advance notice of their intent to resign is not intended to alter the fact that either the employee or the Office is entitled to terminate the employment relationship at any time without notice.

Upon termination, final wages will be paid according to the normal House payroll schedule. Each employee must return all House property, including his/her ID card, computer equipment, remote access card, and keys. Failure to do so may result in the withholding of the employee's final paycheck. Employees who have group medical and life insurance will continue to receive coverage during the termination period as provided for by the individual policies and applicable federal laws. In addition, pursuant to federal law, employees may continue their health insurance benefits under the House's group policy at the employee's expense for a certain period of time after termination.

Upon resignation or termination, an employee who has been paid for at least 60 days during the 1-year period preceding resignation or termination, at a rate equal to or greater than 75% of the basic rate of pay for Members at the time of resignation or termination, is subject to certain post-employment restrictions on lobbying in accordance with 18 U.S.C. § 207.

BF.CMR.HEC.030916.Q2.000148

House Republican Conference

Acknowledgement of Receipt of Office Policies and Procedures

I acknowledge that I have received a copy of the Office Policies and Procedures Guidebook (the "Guidebook") for the Office of the House Republican Conference (the "Office"), and that I have read and understand the entire contents of the Guidebook. I acknowledge that in addition to reading the entire contents of the Guidebook I have read Sections 2.7; 2.11; 2.12; 2.17; 3.1; and 4.1.2 twice. I understand the Guidebook is intended to provide me with general information about policies and procedures of the Office that govern my employment.

I acknowledge and understand that employment with the Office is at-will and that all employees serve at the pleasure of the Office. Accordingly, I have the right to resign from my position, at any time, and the Office can terminate my employment relationship, with or without cause, or with or without notice, at any time, except, of course, the Office cannot terminate my employment for discriminatory reasons in violation of applicable federal law. I understand that by signing this Acknowledgment I do not waive my rights under applicable federal law.

I also understand and acknowledge that the Office may unilaterally change or revise, with or without notice, its policies and practices, and such changes may affect the benefits provided therein. Moreover, I understand and acknowledge that the contents of employee handbooks, personnel Guidebooks, benefit plans, policy statements, and the like as they may exist from time-to-time, or other employment practices, shall not serve to create an actual or implied contract of employment, or to confer any right to remain an employee of the Office, or otherwise to change in any respect the employment-at-will relationship between the Office and myself.

I acknowledge that no one in the Office is authorized to make exception to this understanding, except the Senior Managers, who must do so in writing.

_____
(Signature of Employee)

_____
(Printed Name of Employee)

_____
(Date)

EXHIBIT 30

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Shaquinessy Murphy
Type of Leave:

(X). Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 8:45 AM (X) PM () on March 21, 2011.
Ending: 5:54 AM ( ) PM (X) on March 24, 2011.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 4 days .
Reason for Leave: Vacation

Date: 2/14/11 Employee Signature

This Leave Request is (X) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 02-14-2011

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0005

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Shaufuway Murphy
Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other: _____

Leave Request:

Beginning: 12:00 AM ( ) PM (X) on December 23, 20 10.
Ending: 6:00 AM ( ) PM (X) on December 23, 20 10.
Total number of hours (if the request is 2 hours of less) or day(s) requested: .5 day.
Reason for Leave: Christmas vacation Travel time

Date: 12/13/10 Employee Signature: Shaufuway L. Murphy

This Leave Request is (X) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 12/13/2010

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0006

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Shaylucasy Murphy
Type of Leave:

(X) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: ____ AM ( ) PM ( ) on Oct 12 20 10
Ending: ____ AM ( ) PM ( ) on Nov 3 20 10
Total number of hours (if the request is 2 hours of less) or day(s) requested: ____
Reason for Leave: See attached

Date: 10/4/10 Employee Signature

This Leave Request is (X) Approved ( ) Disapproved

If disapproved, state the reason: ____

Supervisor's Signature: Date: 10/12/10

Employee: 1) Review designated pages of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0007

CONFIDENTIAL

CAMPAIGN WORK AUTHORIZATION

I, Stephanie Murphy, request authority to engage in campaign work (during the time that I am not working in my official capacity for the Office) for:

Name of Candidate: Dino Rossi

Public Office Campaigning for: US Senate

Location of Campaign Office: Seattle, Washington

Your Duties as a Campaign Worker (Describe): Legal Assistant

I acknowledge that I have read the House Ethics Manual with regard to the rules applicable to my campaign activities; I affirm that I understand the contents of those rules, and I certify that I will comply with those rules.

Date: 10/12/10 Employee Signature

This Campaign Work Request is (X) Approved in Full

( ) Disapproved in Full

( ) Approved in part, as follows, and otherwise disapproved:

Signed: [signature] Date: 10/12/10

Process: 1) Review pgs. 10-12 of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to the Chief of Staff or Deputy Chief of Staff/District Director.

Appendix G

03

CMROCE-0008

EXHIBIT 31

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Jeremy Deutsch
Type of Leave:

(✓) Annual Leave (pgs. 34-35)
( ) Sick Leave (pgs. 34-36)
( ) Religious Holiday (pgs. 34, and 36)
( ) Bereavement Leave (pgs. 34, and 36)
( ) Military Leave (pgs. 37-39)
( ) Jury or Witness Duty (pgs. 34, 39 and 40)
( ) Leave Without Pay (LWOP) (pgs. 34, and 40)
( ) Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
( ) Comp Time (pgs. 8-9)
( ) Discretionary Additional Time Off (pgs. 8-10)
( ) Other :

Leave Request:

Beginning: 8:30 (AM) ( ) PM ( ) on 10/19, 20 10.
Ending: 6:30 AM ( ) (PM) ( ) on 11/3, 20 10.
Total number of hours (if the request is 2 hours of less) or day(s) requested: 11 days
Reason for Leave: Vacation

Date: 10/11/10

Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason:

Supervisor's Signature: Date:

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CMROCE-0081

CONFIDENTIAL

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Mike Poulson

Type of Leave:

(X) Annual Leave
( ) Sick Leave
( ) Religious Holiday
( ) Bereavement Leave
( ) Military Leave
( ) Jury or Witness Duty
( ) Leave Without Pay (LWOP)
( ) Furlough
( ) Family and Medical Leave (FMLA) - Also submit the FMLA Request Form
( ) Comp Time
( ) Discretionary Additional Time Off
( ) Campaign Work
( ) Other: _____

Leave Request:

Beginning: all day AM ( ) PM ( ) on May 11, 2012

Ending: _____ AM ( ) PM (X) on _____

Total number of hours (if less than a full day) or day(s) requested: _____

Reason for Leave: _____

Date: 5/4/12 Mike Poulson
Employee Signature

This Leave Request is ( ) Approved ( ) Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: 5/8/12

CMROCE-0144

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House Republican Conference
- 2014 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: March 27 2014

Date(s) Requested for Time-Off: March 28, 2014

If we are in session, please provide explanation (Wedding/Funeral/etc): N/A — NYC trip

Total Number of Days Requested Off: 1

Dept. Supervisor Approval: JPD-JM Date Approved: _____

**Please get the form signed by your department supervisor and then submit*

---*Administrative Use Only*---

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: Cathy McMorris Rodgers Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000004

House Republican Conference
- 2014 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 4/11

Date(s) Requested for Time-Off: 4/11

If we are in session, please provide explanation (Wedding/Funeral/etc): N/A

Total Number of Days Requested Off: 1

Dept. Supervisor Approval: _____ Date Approved: _____

**Please get the form signed by your department supervisor and then submit*

Administrative Use Only

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000010

House Republican Conference
- 2015 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 6/25

Date(s) Requested for Time-Off: 6/26, 6/29, 6/30

If we are in session, please provide explanation (Wedding/Funeral/etc):

Total Number of Days Requested Off: 3

Dept. Supervisor Approval: Cathy McMorris Rodgers Approved: 06/3/2015

**Please get the form signed by your department supervisor and then submit*

---*Administrative Use Only*---

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

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House Republican Conference
- 2015 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 2/5/2016

Date(s) Requested for Time-Off: 2/5/2016

If we are in session, please provide explanation (Wedding/Funeral/etc):

Total Number of Days Requested Off: 1

Dept. Supervisor Approval: _____ Date Approved: 2/5/2016

**Please get the form signed by your department supervisor and then submit*

Administrative Use Only

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

EXHIBIT 32

RE: Release and other items

From: **Todd 2001** ([redacted]@hotmail.com)
Sent: Tue 6/08/10 1:01 PM
To: [redacted]@aol.com; [redacted]@cathyforcongress.com; [redacted]@comcast.net; [redacted]@gmail.com
2 attachments
Press Release email addresses.doc (43.0 KB) , Master Media List.xls (296.5 KB)

Zach/David:

Please see attached for "Master Media List" and a user-friendly compilation of "Press Release Email Addresses."

All campaign-related news stories will be included in our Daily News Clips, which you're already signed signed up for.

Today's press release will be forthcoming later today.

Thanks, Todd

To: [redacted]@hotmail.com; [redacted]@cathyforcongress.com; [redacted]@comcast.net; [redacted]@gmail.com
Subject: Release and other items
Date: Tue, 8 Jun 2010 10:40:17 -0400
From: [redacted]@aol.com

Good Morning:
Later on today around 4:00 PM PDT, the Congresswoman will be filing for reelection. Todd is working on a draft release now and we will send it over to Zach to send out after she files.

Zach: Todd will also send you the most updated media list as well.

As far as articles go on our opponents or campaign, please send over to David Smentek as he is archiving all of this information. Let me know if anyone has any questions.
Thank you,
Jeremy

The New Busy is not the too busy. Combine all your e-mail accounts with Hotmail. Get busy.


@ap.org'; @ap.org'; @bluemtnnews.com';
@capitalpress.com'; @gazette-tribune.com'; @cheneyfreepress.com';
@cheneyfreepress.com'; @centurytel.net';
@statesmanexaminer.com'; @statesmanexaminer.com';
@statesmanexaminer.com'; @columbiabasinherald.com';
@columbiabasinherald.com'; @communitycurrentnewspaper.com';
@centurytel.net'; @bmi.net'; @dptribune.biz';
@gns.gannett.com'; @grandcoulee.com'; @hearstdc.com';
@lmtribune.com'; @lmtribune.com'; @lmtribune.com';
@lmtribune.com'; @libertylakesplash.com'; @methowvalleynews.com';
@dnews.com'; @dnews.com'; @dnews.com';
@povn.com'; @odessaoffice.com'; @gazette-tribune.com';
@theolympian.com'; @othelloindependent.com';
@othellooutlook.com'; @inlander.com'; @qcherald.com';
@hotmail.com'; @ritzville.com';
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@eaglenewspapers.com'; @lakespokanemedia.com';
@tcajob.com'; @tricityherald.com'; @waitsburgtimes.com';
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@mcclatchydc.com'; @washbucket.net';
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@atpco.com'; @atpco.com'; @aol.com';
@iwpnews.com'; @defensedaily.com'; @thehill.com';
@politico.com'; @nationaljournal.com'; @cq.com';;
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@nationaljournal.com'; @nytimes.com'; @nytimes.com';
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@thehill.com'; @thehill.com'; @thehill.com';
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@wpni.com'; @dcexaminer.com'; @washpost.com';

[redacted]@washpost.com'; [redacted]@washingtontimes.com'; [redacted]@washingtontimes.com'; [redacted]@washingtontimes.com'; [redacted]@rollcall.com'; [redacted]@gmail.com'; [redacted]@politico.com'; [redacted]@politico.com'; [redacted]@thehill.com'; [redacted]@thehill.com'; [redacted]@thehill.com'; [redacted]@nationaljournal.com'; [redacted]@krem.com'; [redacted]@adamsandcompany.com'; [redacted]@msn.com; [redacted]@seattletimes.com; [redacted]@hotmail.com; Brian Rodgers ([redacted]@hotmail.com); Cathy McMorris Rodgers ([redacted]@mail.house.gov); Corene McMorris [redacted]@aol.com); Jeff McMorris ([redacted]@yahoo.com); [redacted]@3-cities.com; Wayne McMorris ([redacted]@gmail.com); [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@foxnews.com; [redacted]@politicalservices.org; [redacted]@leg.wa.gov; [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@kxly.com; [redacted]@kxly.com; [redacted]@kxly.com; [redacted]@adelphia.net; [redacted]@ap.org; [redacted]@thehill.com; [redacted]@thehill.com; [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@nationaljournal.com; [redacted]@ap.org; [redacted]@bmi.net; [redacted]@pomeroy-wa.com; [redacted]@kdewtv.com; [redacted]@bluemtnnews.com; [redacted]@msn.com; [redacted]@lmtribune.com; [redacted]@mnw.net; [redacted]@csis.org; [redacted]@csis.org; [redacted]@komw.net; [redacted]@komw.net; [redacted]@gmail.com;

GREECE/EUROPE

[redacted]@econlib.org; [redacted]@washingtonexaminer.com; [redacted]@optonline.net'; [redacted]@reason.org'; [redacted]@reason.org'; [redacted]@tribune.com'; [redacted]@nationalreview.com'; [redacted]@gmu.edu'; [redacted]@instapundit.com'; [redacted]@realclearpolitics.com'; [redacted]@realclearpolitics.com';
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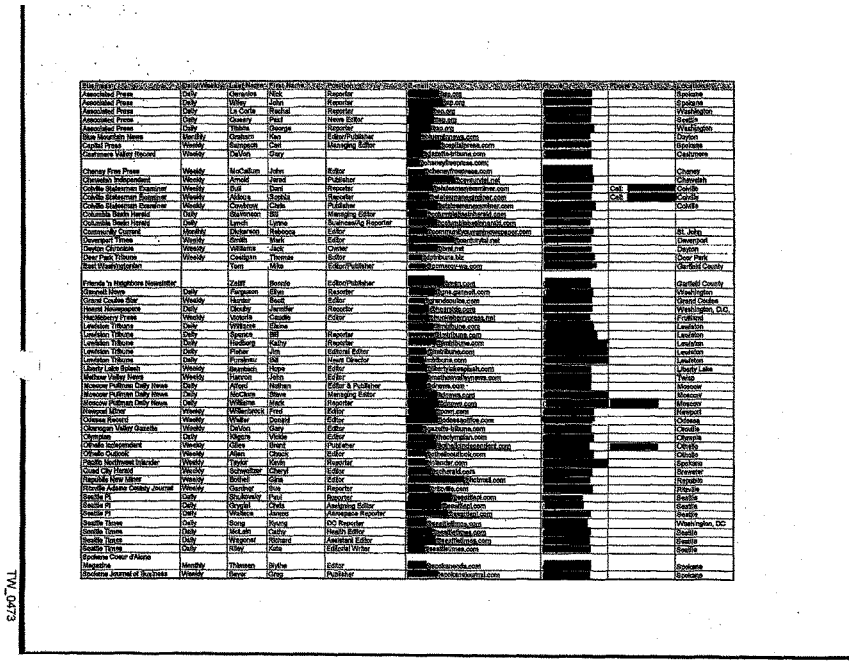
[redacted]@denninger.net
[redacted]@zerohedge.com
[redacted]@nationalreview.com
[redacted]@bloomberg.net
[redacted]@hearst.com

Invites to May 19 Forum

List of Columnists:

George Will, WP
Marc Thiessen, WP
Byron York, NR
Bill Kristol, TWS
Fred Barnes, TWS
Matthew Continetti, TWS
Ross Douthat, NYT
Robert Costa, NR
John Fund, WSJ
Peggy Noonan, WSJ
Tony Blankley, WT
John Stossel, Fox Business



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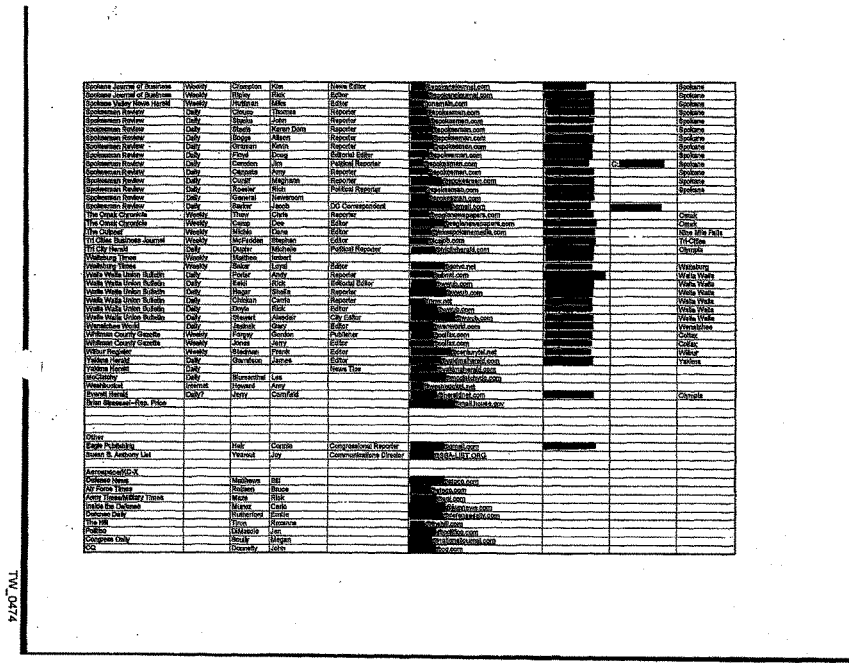

Spokane Journal of Business	Weekly	Crompton	Kim	News Editor	[redacted]spokanejournal.com	[redacted]		Spokane
Spokane Journal of Business	Weekly	Ripley	Rick	Editor	[redacted]spokanejournal.com	[redacted]		Spokane
Spokane Valley News Herald	Weekly	Huttman	Mike	Editor	[redacted]onanish.com	[redacted]		Spokane
Spokesman Review	Daily	Clouse	Thomas	Reporter	[redacted]spokesman.com	[redacted]		Spokane
Spokesman Review	Daily	Stanko	John	Reporter	[redacted]spokesman.com	[redacted]		Spokane
Spokesman Review	Daily	Stevis	Karen Dorn	Reporter	[redacted]spokesman.com	[redacted]		Spokane
Spokesman Review	Daily	Boggs	Alison	Reporter	[redacted]spokesman.com	[redacted]		Spokane
Spokesman Review	Daily	Grimsen	Kevin	Reporter	[redacted]spokesman.com	[redacted]		Spokane
Spokesman Review	Daily	Floyd	Doug	Editorial Editor	[redacted]spokesman.com	[redacted]		Spokane
Spokesman Review	Daily	Carrolan	Jim	Political Reporter	[redacted]spokesman.com	[redacted]	C[redacted]	Spokane
Spokesman Review	Daily	Cappiello	Amy	Reporter	[redacted]spokesman.com	[redacted]		Spokane
Spokesman Review	Daily	Cunill	Meghann	Reporter	[redacted]spokesman.com	[redacted]		Spokane
Spokesman Review	Daily	Roesler	Rich	Political Reporter	[redacted]spokesman.com	[redacted]		Spokane
Spokesman Review	Daily	General	Newsroom		[redacted]spokesman.com	[redacted]		
Spokesman Review	Daily	Barker	Jacob	DC Correspondent	[redacted]spokesman.com	[redacted]	[redacted]	
The Omak Chronicle	Weekly	Thaw	Chris	Reporter	[redacted]spokesmepapers.com	[redacted]		Omak
The Omak Chronicle	Weekly	Camp	Dee	Editor	[redacted]spokesmepapers.com	[redacted]		Omak
The Outpost	Weekly	Michie	Dana	Editor	[redacted]spokesmepapers.com	[redacted]		Nine Mile Falls
Tri Cities Business Journal	Weekly	McFadden	Stephen	Editor	[redacted]tcaph.com	[redacted]		Tri-Cities
Tri City Herald	Daily	Dexter	Michele	Political Reporter	[redacted]tricityherald.com	[redacted]		Olympia
Wallsburg Times	Weekly	Matthew	Imbert			[redacted]		
Wallsburg Times	Weekly	Baker	Loyal	Editor	[redacted]pgrove.net	[redacted]		Wallsburg
Walla Walla Union Bulletin	Daily	Porter	Andy	Reporter	[redacted]ubnet.com	[redacted]		Walla Walla
Walla Walla Union Bulletin	Daily	Eskil	Rick	Editorial Editor	[redacted]ubnet.com	[redacted]		Walla Walla
Walla Walla Union Bulletin	Daily	Hager	Sheila	Reporter	[redacted]ubnet.com	[redacted]		Walla Walla
Walla Walla Union Bulletin	Daily	Christian	Carrie	Reporter	[redacted]ubnet.net	[redacted]		Walla Walla
Walla Walla Union Bulletin	Daily	Doyle	Rick	Editor	[redacted]ubnet.com	[redacted]		Walla Walla
Walla Walla Union Bulletin	Daily	Stewart	Alender	City Editor	[redacted]ubnet.com	[redacted]		Walla Walla
Wenatchee World	Daily	Jasinski	Gary	Editor	[redacted]wenatchee.com	[redacted]		Wenatchee
Whitman County Gazette	Weekly	Forgey	Gordon	Publisher	[redacted]ocellus.com	[redacted]		Colfax
Whitman County Gazette	Weekly	Jones	Jerry	Editor	[redacted]ocellus.com	[redacted]		Colfax
Wilbur Register	Weekly	Stedman	Frank	Editor	[redacted]ocellus.net	[redacted]		Wilbur
Yakima Herald	Daily	Stamfelon	James	Editor	[redacted]yakimaherald.com	[redacted]		Yakima
Yakima Herald	Daily			News Tips	[redacted]yakimaherald.com	[redacted]		
Yakima Herald	Daily	Blumenthal	Lee		[redacted]yakimaherald.com	[redacted]		
Washburton	Internet	Howard	Amy		[redacted]yakimaherald.net	[redacted]		
Everett Herald	Daily?	Jerry	Cornfield		[redacted]everettnet.com	[redacted]		Olympia
Brian Stressel—Rep. Price					[redacted]ctrnet.house.gov	[redacted]		
Other								
Eagle Publishing		Hair	Connie	Congressional Reporter	[redacted]ournal.com	[redacted]		
Susan B. Anthony List		Vennout	Joy	Communications Director	[redacted]SBA-LIST.ORG			
Aerospace/VD-X								
Defense News		Matthews	Bill		[redacted]ntpro.com			
Air Force Times		Rodeen	Bruce		[redacted]ntpro.com			
Army Times/Military Times		Mace	Rick		[redacted]ntpro.com			
Inside the Defense		Munoz	Carlo		[redacted]ntpro.com			
Defense Daily		Rutherford	Emilie		[redacted]ntpro.com			
The Hill		Flynn	Rosanne		[redacted]ntpro.com			
Politico		DiMaggio	Jen		[redacted]politico.com			
Congress Daily		Scully	Megan		[redacted]ntpro.com			
CQ		Donnelly	John		[redacted]cq.com			

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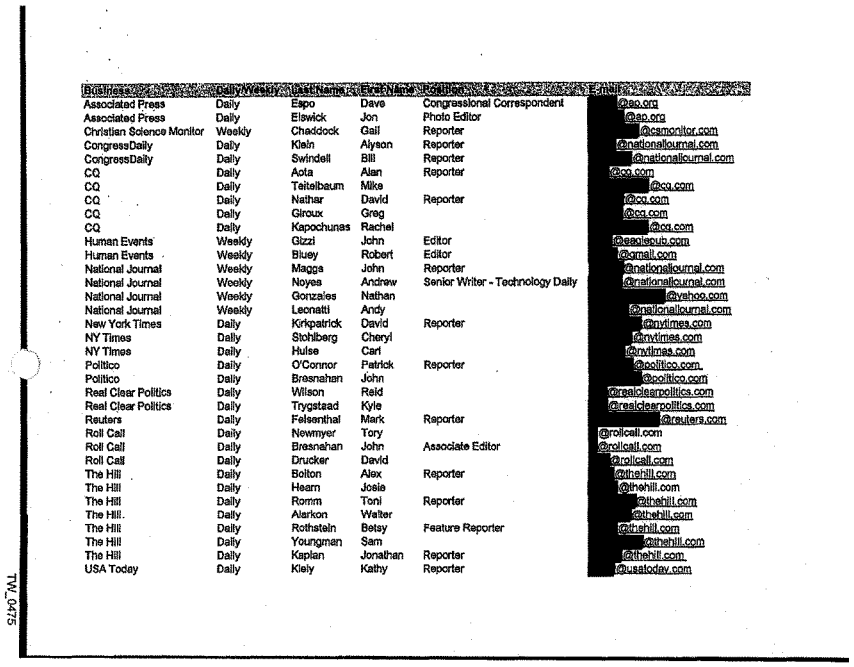

Publication	Daily/Weekly	Last Name	First Name	Position	Email
Associated Press	Daily	Espo	Dave	Congressional Correspondent	@ap.org
Associated Press	Daily	Elswick	Jon	Photo Editor	@ap.org
Christian Science Monitor	Weekly	Chaddock	Gail	Reporter	@csmonitor.com
CongressDaily	Daily	Klein	Alyson	Reporter	@nationaljournal.com
CongressDaily	Daily	Swindell	Bill	Reporter	@nationaljournal.com
CQ	Daily	Aota	Alan	Reporter	@cq.com
CQ	Daily	Teitelbaum	Mike		@cq.com
CQ	Daily	Nather	David	Reporter	@cq.com
CQ	Daily	Giroux	Greg		@cq.com
CQ	Daily	Kapochunas	Rachel		@cq.com
Human Events	Weekly	Gizzi	John	Editor	@eaglepub.com
Human Events	Weekly	Bluey	Robert	Editor	@gmail.com
National Journal	Weekly	Magga	John	Reporter	@nationaljournal.com
National Journal	Weekly	Noyes	Andrew	Senior Writer - Technology Daily	@nationaljournal.com
National Journal	Weekly	Gonzales	Nathan		@yahoo.com
National Journal	Weekly	Leonatti	Andy		@nationaljournal.com
New York Times	Daily	Kirkpatrick	David	Reporter	@nytimes.com
NY Times	Daily	Stohlberg	Cheryl		@nytimes.com
NY Times	Daily	Hulse	Carl		@nytimes.com
Politico	Daily	O'Connor	Patrick	Reporter	@politico.com
Politico	Daily	Bresnahan	John		@politico.com
Real Clear Politics	Daily	Wilson	Reid		@realclearpolitics.com
Real Clear Politics	Daily	Trygstad	Kyle		@realclearpolitics.com
Reuters	Daily	Felsenthal	Mark	Reporter	@reuters.com
Roll Call	Daily	Newmyer	Tory		@rollcall.com
Roll Call	Daily	Bresnahan	John	Associate Editor	@rollcall.com
Roll Call	Daily	Drucker	David		@rollcall.com
The Hill	Daily	Bolton	Alex	Reporter	@thehill.com
The Hill	Daily	Hearn	Josie		@thehill.com
The Hill	Daily	Romm	Toni	Reporter	@thehill.com
The Hill	Daily	Alarkon	Walter		@thehill.com
The Hill	Daily	Rothstein	Betsy	Feature Reporter	@thehill.com
The Hill	Daily	Youngman	Sam		@thehill.com
The Hill	Daily	Kaplan	Jonathan	Reporter	@thehill.com
USA Today	Daily	Kiely	Kathy	Reporter	@usatoday.com

TWL_0475

Washington	Daily	Kane	Paul		[redacted]@wpni.com
Washington Examiner	Daily	Gavin	Patrick	Associate Editorial Page Editor	@dcexaminer.com
Washington Post	Daily	Butterworthy	Scott	Night National Editor	[redacted]@washpost.com
Washington Post	Daily	Layton	Lyndsey	Reporter	@washpost.com
Washington Post	Daily	Cillizza	Chris		[redacted]@washingtonpost.com
Washington Times	Daily	Hallow	Ralph	Reporter	@washingtontimes.com
Washington Times	Daily	Lambro	Don	Reporter/Editor	[redacted]@washingtontimes.com
Washington Times	Daily	Hurt	Charles	Reporter	[redacted]@washingtontimes.com
Roll Call	Daily	Brotherton	Elizabeth	Reporter	[redacted]@rollcall.com
					[redacted]@gmail.com
Politico	Daily	O'Connor	Patrick	Reporter	[redacted]@politico.com
Politico	Daily	Lovely	Erica	Reporter	@politico.com
The Hill	Daily	Yager	Jordy	Reporter	@thehill.com
The Hill	Daily	Rothstein	Betsy	Reporter	@thehill.com
The Hill	Daily	Kucinich	Jackie	Reporter	[redacted]@thehill.com
Congress Daily	Daily	Bourge	Christian	Reporter	[redacted]@nationaljournal.com

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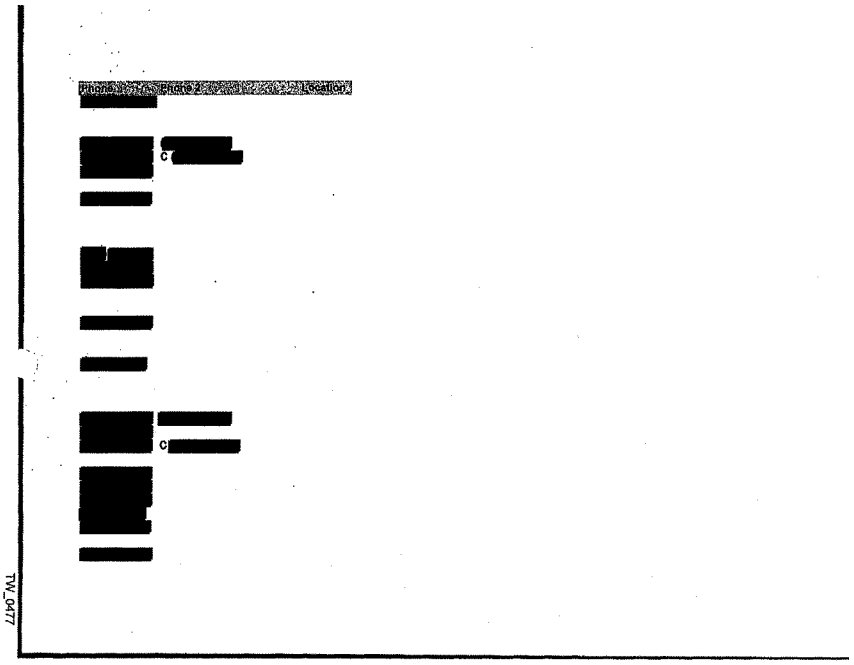

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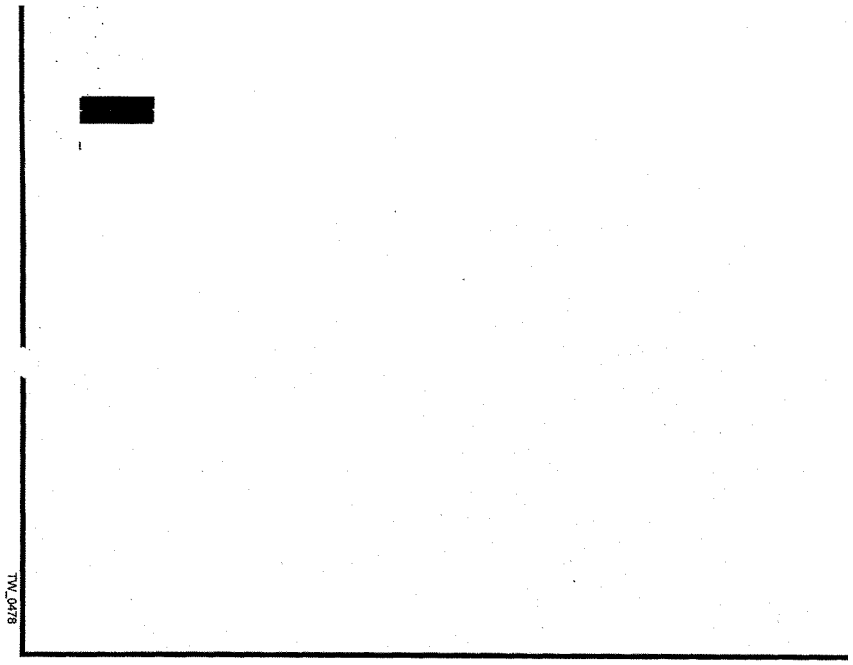

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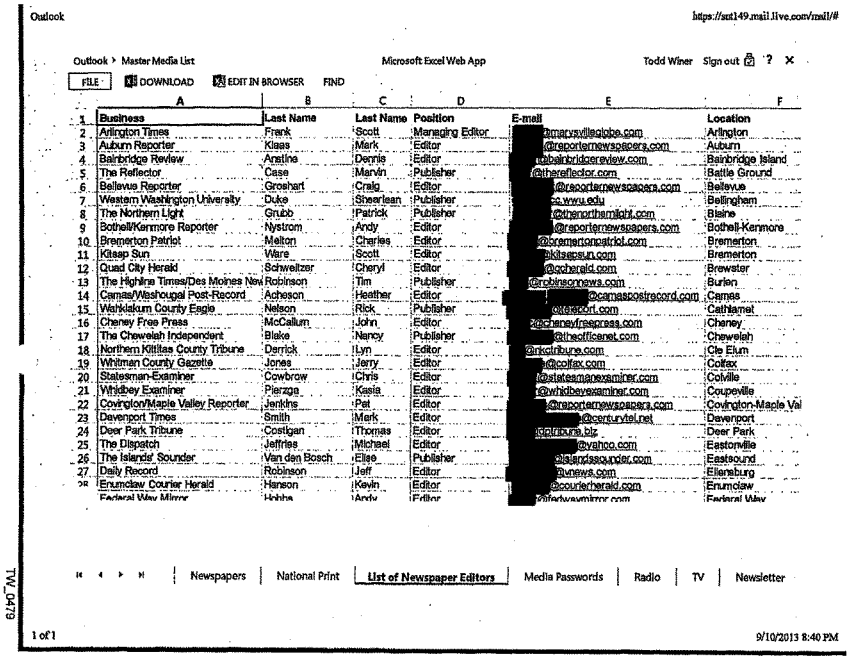

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	A	B	C	D	E	F
1	Business	Last Name	Last Name	Position	E-mail	Location
2	Arlington Times	Frank	Scott	Managing Editor	[redacted]@marysvilleglobe.com	Arlington
3	Auburn Reporter	Klaas	Mark	Editor	[redacted]@reporternewspapers.com	Auburn
4	Bainbridge Review	Anstine	Dennis	Editor	[redacted]@bainbridgereview.com	Bainbridge Island
5	The Reflector	Case	Marvin	Publisher	[redacted]@thereflector.com	Battle Ground
6	Bellevue Reporter	Groshart	Craig	Editor	[redacted]@reporternewspapers.com	Bellevue
7	Western Washington University	Duke	Sheerlean	Publisher	[redacted]cc.wwu.edu	Bellingham
8	The Northern Light	Grubb	Patrick	Publisher	[redacted]@thenorthernlight.com	Blaine
9	Bothell/Kenmore Reporter	Nystrom	Andy	Editor	[redacted]@reporternewspapers.com	Bothell-Kenmore
10	Bremerton Patriot	Melton	Charles	Editor	[redacted]@bremertonpatriot.com	Bremerton
11	Kitsap Sun	Ware	Scott	Editor	[redacted]@kitsapsun.com	Bremerton
12	Quad City Herald	Schweitzer	Cheryl	Editor	[redacted]@qcherald.com	Brewster
13	The Highline Times/Des Moines New	Robinson	Tim	Publisher	[redacted]@robinsonnews.com	Burien
14	Camas/Washougal Post-Record	Acheson	Heather	Editor	[redacted]@camaspostrecord.com	Camas
15	Wahkiakum County Eagle	Nelson	Rick	Publisher	[redacted]@cmonet.com	Cathlamet
16	Cheney Free Press	McCallum	John	Editor	[redacted]@cheneyfreepress.com	Cheney
17	The Chewelah Independent	Blake	Nancy	Publisher	[redacted]@theofficenet.com	Chewelah
18	Northern Kittitas County Tribune	Derrick	Lyn	Editor	[redacted]@nkctribune.com	Cle Elum
19	Whitman County Gazette	Jones	Jerry	Editor	[redacted]@colfax.com	Colfax
20	Statesman-Examiner	Cowbrow	Chris	Editor	[redacted]@statesmanexaminer.com	Colville
21	Whidbey Examiner	Pierzga	Kasia	Editor	[redacted]@whidbeyexaminer.com	Coupeville
22	Covington/Maple Valley Reporter	Jenkins	Pat	Editor	[redacted]@reporternewspapers.com	Covington-Maple Val
23	Davenport Times	Smith	Mark	Editor	[redacted]@centurytel.net	Davenport
24	Deer Park Tribune	Costigan	Thomas	Editor	[redacted]@dptribune.biz	Deer Park
25	The Dispatch	Jeffries	Michael	Editor	[redacted]@yahoo.com	Eastonville
26	The Islands' Sounder	Van den Bosch	Elise	Publisher	[redacted]@islandssounder.com	Eastsound
27	Daily Record	Robinson	Jeff	Editor	[redacted]@dunews.com	Ellensburg
28	Enumclaw Courier Herald	Hanson	Kevin	Editor	[redacted]@courierherald.com	Enumclaw
	Federal Way Mirror	Hobbs	Andy	Editor	[redacted]@fwmirror.com	Federal Way

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TW_0479

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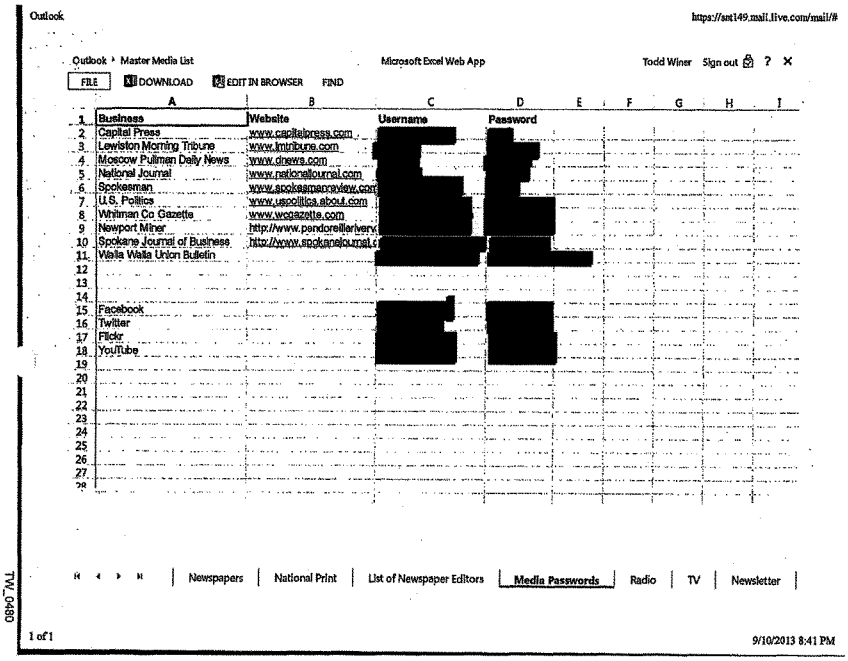
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	A	B	C	D
1	Business	Website	Username	Password
2	Capital Press	www.capitalpress.com	[redacted]	[redacted]
3	Lewiston Morning Tribune	www.lmtribune.com		
4	Moscow Pullman Daily News	www.dnews.com		
5	National Journal	www.nationaljournal.com		
6	Spokesman	www.spokesmanreview.com		
7	U.S. Politics	www.uspolitics.about.com		
8	Whitman Co Gazette	www.wcgazette.com		
9	Newport Miner	http://www.pendoreilleriver		
10	Spokane Journal of Business	http://www.spokanejournal.c		
11	Walla Walla Union Bulletin			
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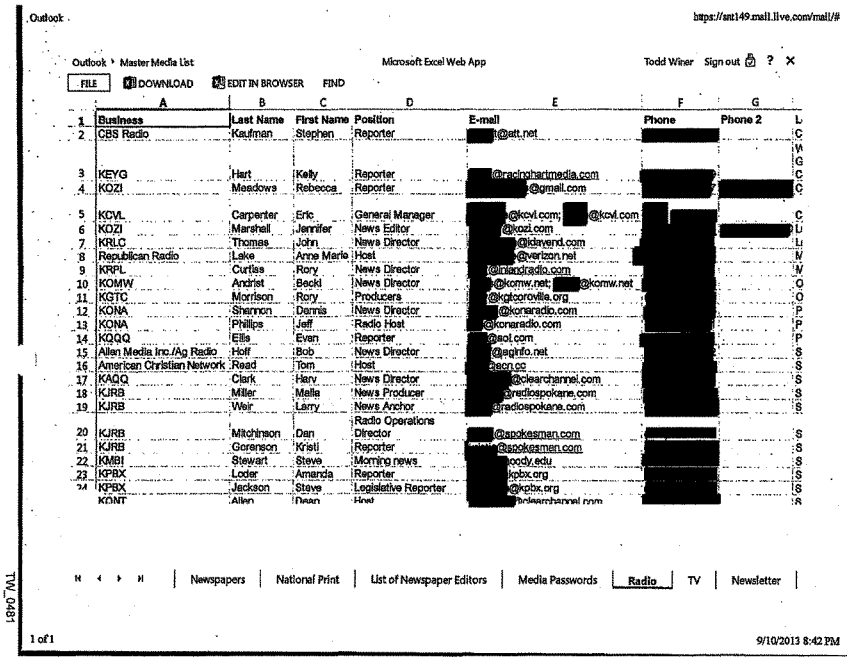

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	A	B	C	D	E	F	G	L
1	Business	Last Name	First Name	Position	E-mail	Phone	Phone 2	L
2	CBS Radio	Kaufman	Stephen	Reporter	[redacted]@att.net	[redacted]		C
								W
								G
3	KEYG	Hart	Kelly	Reporter	[redacted]@radiohartmedia.com	[redacted]		C
4	KOZI	Meadows	Rebecca	Reporter	[redacted]@gmail.com	[redacted]	[redacted]	C
5	KCVL	Carpenter	Eric	General Manager	[redacted]@kcvl.com; [redacted]@kcvl.com	[redacted]		C
6	KOZI	Marshall	Jennifer	News Editor	[redacted]@kozi.com	[redacted]	[redacted]	U
7	KRLC	Thomas	John	News Director	[redacted]@klcmerid.com	[redacted]		U
8	Republican Radio	Lake	Anne Marie	Host	[redacted]@verizon.net	[redacted]		M
9	KRPL	Curtiss	Rory	News Director	[redacted]@riaradio.com	[redacted]		M
10	KOMW	Andrist	Becki	News Director	[redacted]@komw.net; [redacted]@komw.net	[redacted]		O
11	KGTC	Morrison	Rory	Producers	[redacted]@kgtcorvilla.org	[redacted]		O
12	KONA	Shannon	Dennis	News Director	[redacted]@konaradio.com	[redacted]		P
13	KONA	Phillips	Jeff	Radio Host	[redacted]@konaradio.com	[redacted]		P
14	KQQQ	Ellis	Evan	Reporter	[redacted]@aol.com	[redacted]		P
15	Allen Media Inc./Ag Radio	Hoff	Bob	News Director	[redacted]@agInfo.net	[redacted]		S
16	American Christian Network	Read	Tom	Host	[redacted]@ecn.cc	[redacted]		S
17	KAQQ	Clark	Harv	News Director	[redacted]@clearchannel.com	[redacted]		S
18	KJRB	Miller	Mella	News Producer	[redacted]@radiospokane.com	[redacted]		S
19	KJRB	Weir	Larry	News Anchor	[redacted]@radiospokane.com	[redacted]		S
				Radio Operations				
20	KJRB	Mitchinson	Dan	Director	[redacted]@spokesmen.com	[redacted]		S
21	KJRB	Goranson	Kristi	Reporter	[redacted]@spokesmen.com	[redacted]		S
22	KMBI	Stewart	Steve	Morning news	[redacted]body.edu	[redacted]		S
23	KPBX	Loder	Amanda	Reporter	[redacted]kpbx.org	[redacted]		S
24	KPBX	Jackson	Steve	Legislative Reporter	[redacted]@kpbx.org	[redacted]		S
	KONT	Allen	Dean	Host	[redacted]@clearchannel.com	[redacted]		S

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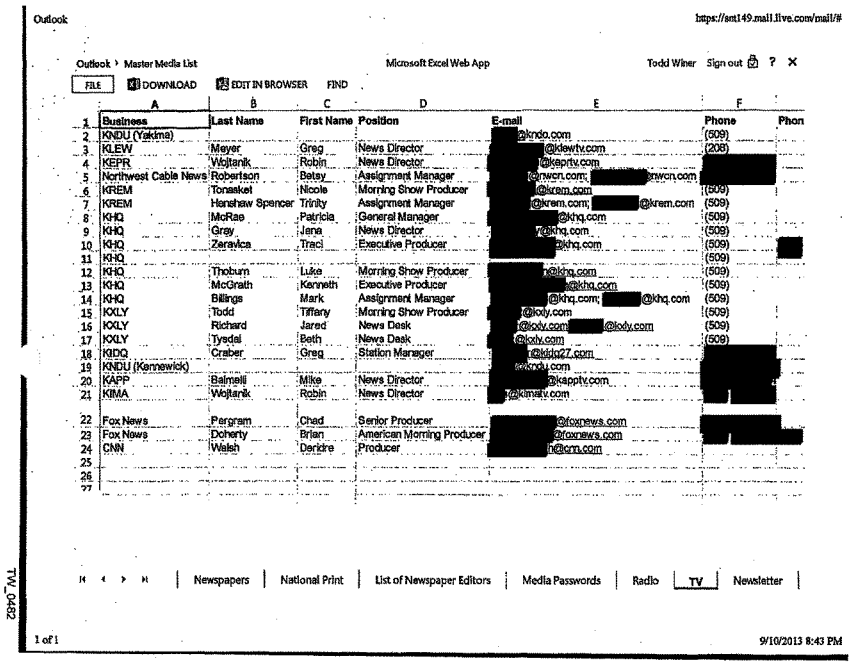

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	A	B	C	D	E	F	
1	Business	Last Name	First Name	Position	E-mail	Phone	Phon
2	KNDU (Yakima)				@kndo.com	(509)	
3	KLEW	Meyer	Greg	News Director	@klewtv.com	(208)	
4	KEPR	Woitanik	Robin	News Director	@keprtv.com	[redacted]	
5	Northwest Cable News	Robertson	Betsy	Assignment Manager	@nwcn.com; [redacted]nwcn.com		
6	KREM	Tonaskel	Nicole	Morning Show Producer	@krem.com	(509)	
7	KREM	Henshaw Spencer	Trinity	Assignment Manager	@krem.com; [redacted]@krem.com	(509)	
8	KHQ	McRae	Patricia	General Manager	[redacted]@khq.com	(509)	
9	KHQ	Grey	Jana	News Director	@khq.com	(509)	
10	KHQ	Zeravica	Traci	Executive Producer	[redacted]khq.com	(509)	[redacted]
11	KHQ					(509)	
12	KHQ	Thoburn	Luke	Morning Show Producer	[redacted]@khq.com	(509)	
13	KHQ	McGrath	Kenneth	Executive Producer	[redacted]@khq.com	(509)	
14	KHQ	Billings	Mark	Assignment Manager	[redacted]@khq.com; [redacted]@khq.com	(509)	
15	KXLY	Todd	Tiffany	Morning Show Producer	@kxly.com	(509)	
16	KXLY	Richard	Jared	News Desk	@kxly.com; [redacted]@kxly.com	(509)	
17	KXLY	Tysdal	Beth	News Desk	@kxly.com	(509)	
18	KIDQ	Craber	Greg	Station Manager	@kidq27.com	[redacted]	
19	KNDU (Kennewick)				[redacted]kndu.com	[redacted]	
20	KAPP	Balmelli	Mike	News Director	[redacted]@kapptv.com	[redacted]	
21	KIMA	Woitanik	Robin	News Director	@kimatv.com	[redacted]	
22	Fox News	Pergram	Chad	Senior Producer	[redacted]@foxnews.com	[redacted]	
23	Fox News	Doherty	Brian	American Morning Producer	[redacted]@foxnews.com	[redacted]	
24	CNN	Walsh	Deirdre	Producer	[redacted]n@cnn.com	[redacted]	
25							
26							
27							

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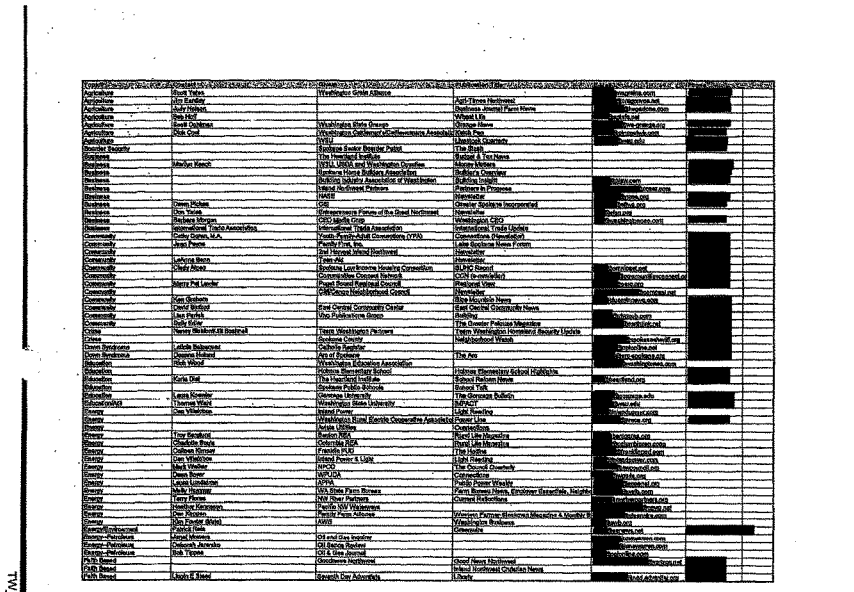
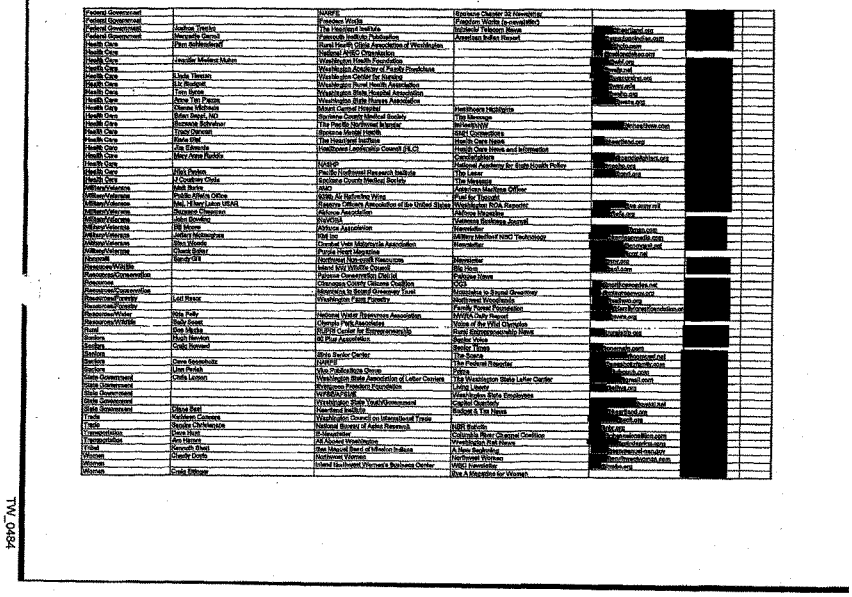


TW_0483

COE.MCMRODGERS.005621



TW_0484

COE.MCMRODGERS.005622

EXHIBIT 33

Re: debate statement - draft

From: **Kristina Sabestinas** ([redacted]@mail.cathyforcongress.com) This sender is in your contact list.
Sent: Fri 10/15/10 4:03 PM
To: todd weiner [redacted]@hotmail.com); [redacted]@aol.com

Todd and Jeremy,

It may not be my place to add anything to this - but did just want to mention that one of the key complaints people have stated is that it is arrogant for CMR to think she does not need to debate this guy. I am just concerned that the statement "I've determined that having a debate..." etc. may reinforce that thinking in folks, that now she has determined it's a good thing, etc. Maybe something like I agree that having a debate...would be more approachable, palatable for people?

k.

-----Original Message-----
From: "Todd Weiner" <[redacted].@hotmail.com>
Sent 10/15/2010 12:35:41 PM
To: "Kristina Sabestinas" <[redacted]@mail.cathyforcongress.com>, [redacted]@aol.com
Subject: FW: debate statement - draft

Kristina: Per Jeremy, please tee up the statement below to send to the press, but DO NOT hit send. Still waiting for final approval from the boss. Also, see attached for my most current press release email list. Thanks.

From: [redacted]@hotmail.com
To: [redacted]@mail.house.gov; [redacted]@aol.com
Subject: FW: debate statement - draft
Date: Fri, 15 Oct 2010 15:32:17 -0400

Congresswoman: Please see below for Brian's slightly revised version. I think it looks good. Please let me know if you approve. Thanks.

Date: Fri, 15 Oct 2010 11:52:14 -0700
Subject: Re: debate statement - draft
From: [redacted]@gmail.com
To: [redacted]@hotmail.com

As a Congresswoman who's always been accessible to the public, listened to people's concerns, and been responsive to their needs, I've determined that having a debate with my opponent would be of value to the people of Eastern Washington. I've made the appropriate changes to my schedule and have agreed to debate my opponent on October 19. I'm proud of my record standing up for Eastern Washington's families, veterans, and small business owners, and I look forward to having a good-faith discussion with

my opponent about the issues important to our future – especially growing our economy, balancing the budget, and preserving the American Dream for our children and grandchildren.

EXHIBIT 34

RE: release today?

From: **Todd Winer** ([redacted]@hotmail.com)
Sent: Fri 5/18/12 9:04 AM
To: [redacted]@aol.com

sure. will remove and send out in a few mins.

Subject: Re: release today?
From: [redacted]@aol.com
Date: Thu, 17 May 2012 21:20:53 -0500
To: [redacted]@hotmail.com

I like it but can we take tarp out. Long story but we are meeting w sterling and I don't want to deal with that right now.

Sent from my iPhone

On May 17, 2012, at 5:12 PM, Todd Winer <[redacted]@hotmail.com> wrote:

> sure. this is what I sent around earlier. didn't know if it need to be any fancier than this. let me know what you think:
>
> **McMorris Rodgers Files for 2012 Re-election**
>
> Rep. Cathy McMorris Rodgers officially filed for re-election today to her fifth term in the U.S. House of Representatives in Washington's Fifth Congressional District.
>
> "I'm humbled to say that I've lived the American Dream, and I've always seen my number one goal in public life as preserving that Dream for the next generation," said Rep. McMorris Rodgers. "Today, the American Dream is threatened by Big Government policies that have weakened our economy, and added a record amount to our debt. I have opposed the Big Government policies that have failed, and I will continue fighting for the free market solutions that will work – to create jobs and help the people of Eastern Washington."
> Rep. McMorris Rodgers is leading the fight in Congress to bring the new KC-46A tankers to Fairchild Air Force Base, secure funding to complete the North Spokane Freeway, expand hydropower production, bring a medical school to Spokane, and protect rural health care. During this session of Congress, Rep. McMorris Rodgers voted for the "Path to Prosperity" budget, the balanced budget amendment, and over 40 jobs bills, many of which expand domestic energy production. In recent years, she voted against the TARP bailout, the $1 trillion stimulus, and the $2 trillion health care law.
> Rep. McMorris Rodgers is a member of the House Energy and Commerce Committee. She is also Vice Chair of the House Republican Conference, which makes her the highest-ranking Republican woman in Congress.

Rep. McMorris Rodgers won re-election in 2010 with 64 percent of the vote and 65 percent of the vote in 2008.

From: [redacted]@hotmail.com
To: [redacted]@comcast.net; [redacted]@aol.com
Subject: RE: release today?
Date: Thu, 17 May 2012 12:55:48 -0400

let me know what you think. I basically used the same exact quote from our kickoff release, updated the number of jobs bills, and shortened the rest of the language:

McMorris Rodgers Files for 2012 Re-election

Rep. Cathy McMorris Rodgers officially filed for re-election today to her fifth term in the U.S. House of Representatives in Washington's Fifth Congressional District.

"I'm humbled to say that I've lived the American Dream, and I've always seen my number one goal in public life as preserving that Dream for the next generation," said Rep. McMorris Rodgers. "Today, the American Dream is threatened by Big Government policies that have weakened our economy, and added a record amount to our debt. I have opposed the Big Government policies that have failed, and I will continue fighting for the free market solutions that will work – to create jobs and help the people of Eastern Washington."
Rep. McMorris Rodgers is leading the fight in Congress to bring the new KC-46A tankers to Fairchild Air Force Base, secure funding to complete the North Spokane Freeway, expand hydropower production, bring a medical school to Spokane, and protect rural health care.
During this session of Congress, Rep. McMorris Rodgers voted for the "Path to Prosperity" budget, the balanced budget amendment, and over 40 jobs bills, many of which expand domestic energy production. In recent years, she voted against the TARP bailout, the $1 trillion stimulus, and the $2 trillion health care law.
Rep. McMorris Rodgers is a member of the House Energy and Commerce Committee. She is also Vice Chair of the House Republican Conference, which makes her the highest-ranking Republican woman in Congress.
Rep. McMorris Rodgers won re-election in 2010 with 64 percent of the vote and 65 percent of the vote in 2008.

Subject: Re: release today?
From: [redacted]@comcast.net
Date: Thu, 17 May 2012 07:26:06 -0700
CC: [redacted]@hotmail.com
To: [redacted]@aol.com

todd - that would be great if you could draft something. We should send it out to media as well as posting to facebook.

On May 17, 2012, at 7:05 AM, jeremy deutsch wrote:

> Thanks Todd. Stan: what say you, I like it or we can at least post on our campaign facebook. Thanks
> jdd
>
> On 5/17/12 9:29 AM, "Todd Winer" <[redacted]@hotmail.com> wrote:
>
> > Jeremy: Let me know if you want me to draft/send a release about the filing today, or if Stan is doing that. Thanks.

EXHIBIT 35

CONFIDENTIAL

From: Jeremy Deutsch <[redacted]@aol.com>
To: Todd Winer <[redacted]@hotmail.com>
Subject: Re: a few questions
Date: Thu, May 31, 2012 9:16 am

Are you at conf? I can give you the answers.

Sent from my IPhone

On May 31, 2012, at 9:14 AM, Todd Winer <[redacted]@hotmail.com> wrote:

> Hi Jeremy. A few quick questions:
>
> 1) Per Chad Pergram's query from Tuesday, to confirm, is CMR co-hosting the fundraiser on Monday?
> 2) Does CMR need prepared remarks for Monday's fundraiser?
> 3) To confirm, is the State Convention on Saturday?
> 4) My goal is to write the Convention remarks today. If you have any more details pertaining to her speech, please send them my way.
>
> Thanks!

JDOCE-0005

EXHIBIT 36

CONFIDENTIAL

Gmail by Google

District / Campaign

draft release for tuesday

Todd Winer <[redacted]@hotmail.com> Mon, Aug 6, 2012 at 10:08 AM
To: [redacted]@aol.com
Cc: Riva Litman <[redacted]@gmail.com>, [redacted]@politicalservices.org

please see below...would be good to get CMR our draft by COB...thanks.

McMorris Rodgers Takes First Place in Fifth District Primary

Rep. Cathy McMorris Rodgers (WA-05) released the following statement after tonight's primary: "I am humbled and excited that – even in a four-person field – a majority of Eastern Washington voters have selected me to move onto the general election campaign. During this campaign, I will continue to advocate for positive, constructive solutions to get our economy moving again, put our fiscal house in order, and make government accountable to the people. I thank the people of Washington's Fifth District for putting their trust in me, and I look forward to the race ahead."

McMorris Rodgers won re-election in 2010 with 64% of the vote.

Before running for Congress in 2004, McMorris Rodgers served in the State House, ascending to the role of Republican Leader.

Cathy McMorris Rodgers was born in Salem, Ore. Her family moved to Kettle Falls, Wash., where they operated the Peachcrest Fruitbasket orchard and produce stand. McMorris Rodgers helped run the family business from 1984 to 1998.

In 2005, she married Brian Rodgers, a retired Navy commander and the son of a former Spokane mayor. The couple's son, Cole, was born in 2007. Their daughter Grace was born in 2010.

**NOTE: If CMR does not clear 50%, alternative opening statement is, "I am humbled and excited to come in first place in tonight's four-person primary and move onto the general campaign."

Todd Winer <[redacted]@hotmail.com> Mon, Aug 6, 2012 at 10:08 AM
To: [redacted]@aol.com
Cc: Riva Litman <[redacted]@gmail.com>, [redacted]@politicalservices.org

Also, do we want to send out a press advisory tomorrow morning saying CMR is available for interviews? We didn't do that in 2010, but it might make more sense this year. Thanks.

RLOCE-0059

CONFIDENTIAL

From: [redacted]@hotmail.com
To: [redacted]@aol.com
CC: [redacted]@gmail.com; [redacted]@politicalservices.org
Subject: draft release for tuesday
Date: Mon, 6 Aug 2012 10:06:11 -0400
[Quoted text hidden]

---

jeremy deutsch <[redacted]@aol.com> Tue, Aug 7, 2012 at 10:30 AM
To: Todd Winer <[redacted]@hotmail.com>
Cc: Riva Litman <[redacted]@gmail.com>, [redacted]@politicalservices.org

Yes, I think it makes sense. CMR has an 8:30 and then a break in the action at 9:30 or so we can run by her.
JDD
[Quoted text hidden]

---

jeremy deutsch <[redacted]@aol.com> Tue, Aug 7, 2012 at 10:33 AM
To: Todd Winer <[redacted]@hotmail.com>
Cc: Riva Litman <[redacted]@gmail.com>, [redacted]@politicalservices.org

Looks good, I am thinking should add a couple of local things after constructive solutions sentence. For example, continuing to be strong advocate for Fairchild, our military and veterans, medical school, and rural health care. Just to give it a little local flare. What do you all think?
[Quoted text hidden]

Todd Winer <[redacted]@hotmail.com> Tue, Aug 7, 2012 at 12:57 PM
To: Riva Litman <[redacted]@gmail.com>

Riva, can you make those edits and send back? Thanks.

Subject: Re: draft release for tuesday
From: [redacted]@aol.com
Date: Tue, 7 Aug 2012 10:33:07 -0400
CC: [redacted]@gmail.com; [redacted]@politicalservices.org
To: [redacted]@hotmail.com
[Quoted text hidden]

Todd Winer <[redacted]@hotmail.com> Tue, Aug 7, 2012 at 12:59 PM
To: [redacted]@aol.com
Cc: Riva Litman <[redacted]@gmail.com>, [redacted]@politicalservices.org

Riva - can you email your draft to CMR and CC the rest of us? Thanks.

Subject: Re: draft release for tuesday
From: [redacted]@aol.com
Date: Tue, 7 Aug 2012 10:30:46 -0400
CC: [redacted]@gmail.com; [redacted]@politicalservices.org
To: [redacted]@hotmail.com

[Quoted text hidden]

Riva Litman <[redacted]@gmail.com> Tue, Aug 7, 2012 at 2:16 PM
To: Todd Winer <[redacted]@hotmail.com>

RLOCE-0060

9/16/13 Gmail - draft release for tuesday

CONFIDENTIAL

Any update from JDD on the advisory? I feel like we should get it out sooner rather than later...
[Quoted text hidden]

Todd Winer <[redacted]@hotmail.com> Tue, Aug 7, 2012 at 4:50 PM
To: Riva Litman <[redacted]@gmail.com>

clips: http://www.spokesman.com/stories/2012/aug/07/airline-announces-nonstop-service-between-spokane-/

Date: Tue, 7 Aug 2012 14:16:36 -0400
Subject: Re: draft release for tuesday
From: [redacted]@gmail.com
To: [redacted]@hotmail.com
[Quoted text hidden]

RLOCE-0061

EXHIBIT 37

media scheduling items

From: **Todd Weiner** ([redacted]@hotmail.com)
Sent: Tue 10/12/10 2:08 PM
To: [redacted]@aol.com; [redacted]@mail.house.gov; Kristina Sabestinas ([redacted]@cathyforcongress.com); Todd Weiner ([redacted]@mail.house.gov); [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@comcast.net; [redacted]@mail.house.gov; [redacted]@mail.house.gov; [redacted]@gmail.com

Gang,

Per previous conversations, I've scheduled the following 3 media items...

Wednesday, Oct 13 10:30-11:00 AM PST Editorial Board interview with Walla Walla Union Bulletin...phone call with Rick Eskil, Editorial Page Editor and Rob Beithen, Publisher...This will be with CMR exclusively (no Romeyn participation)...Contact number is [redacted]

Wednesday, Oct 13 11:30-11:50 AM PST Phone interview with Hanna Rosin, The Atlantic...topic is CMR's Smart Girl Politics speech...office number: [redacted]...backup is [redacted]...Patrick is drafting the Read-Ahead

Thursday, Oct 14 11:15 AM-12:00 PM PST Impersonal video interviews with Todd and Riva on CMR's campaign themes.

Let's put these on CMR's calendar. If you have any questions, let me know.

Thanks,
Todd

EXHIBIT 38

Re: briefing paper

From: **Jeremy Deutsch** ([redacted]@aol.com)
Sent: Wed 10/17/12 12:07 PM
To: Todd Winer [redacted]@hotmail.com)
Cc: [redacted]@gmail.com ([redacted]@gmail.com)

Thanks. We need to leave at 1 pm. So we will need it by then. Thank you!!

Sent from my iPhone

On Oct 17, 2012, at 11:52 AM, "Todd Winer " <[redacted]@hotmail.com> wrote:

> Thx. Riva is working on them
> Sent via BlackBerry by AT&T
>
> -----Original Message-----
> From: Jeremy Deutsch <[redacted]@aol.com>
> Date: Wed, 17 Oct 2012 13:27:50
> To: <[redacted]@gmail.com>
> Cc: <[redacted]@hotmail.com>
> Subject: Re: briefing paper
>
>
> We r stuck on the ground. Hopefully taking off soon. Todd can you or Riva
begin drafting points for CMR. Send to dawn and she will print b
>
> Sent from my iPhone
>
> On Oct 17, 2012, at 9:23 AM, Dawn Sugasa <[redacted]@gmail.com
<mailto:[redacted]@gmail.com> > wrote:
>
>
>
>
> alright!! We're on. I will have Jamie print this.
>
> Sent from my iPhone
>
> Begin forwarded message:
>
>
> From: "Megan Robertson" <[redacted]@lukemesser.com
<mailto[redacted]@lukemesser.com> >
> Date: October 17, 2012, 9:08:27 AM EDT
> To: "'Dawn Sugasa'" <[redacted]@gmail.com <mailto:[redacted]@gmail.com> >
> Subject: FW: briefing paper
>
>
>
>
>
> Here you go Dawn. My thought is after the Congresswoman speaks, we can have
her meet with Luke. I'm working on a room.
>
> Thanks
> Megan
>
> From: Pete Seat [mailto:[redacted]@gmail.com]
> Sent: Wednesday, October 17, 2012 12:08 AM

> To: Megan Robertson
> Subject: briefing paper
>
>
> attached is the briefing paper we sent to christie - i have reflected the addition of mcmorris rodgers but we will determine who kicks off the event (her or brooks) depending on if brooks gets there in time.
>
> i can brief mcmorris rodgers upon her arrival
>
>
>
> p
>
> <10.17.12 Christie Rally BP.doc>

EXHIBIT 39

CONFIDENTIAL

Gmail

District / Campaign

Fwd: Cathy's Eastern Washington Today newspaper insert

[redacted]@aol.com <[redacted]@aol.com> Thu, Oct 25, 2012 at 9:27 AM
To: [redacted]@gmail.com, [redacted]@hotmail.com, [redacted]@patbell.com, [redacted]@gmail.com

Thanks for all your help. Please review if you have any free time. Patrick is proofing and coordinating edits.
-----Original Message-----
From: Stan Shore <[redacted]@politicalservices.org>
To: Jeremy Deutsch <[redacted]@aol.com>
Cc: Dawn Sugasa <[redacted]@gmail.com>; Patrick Bell <[redacted]@patbell.com>
Sent: Thu, Oct 25, 2012 2:37 am
Subject: Cathy's Eastern Washington Today newspaper insert

This is the proof version of the newspaper insert "magazine."
We are still perfecting the graphics, and proofreading for typos.
Meanwhile, this has to go to the printer at 8 AM Friday ... so your timely
comments would be much appreciated.
We have a lot of flexibility to make changes ... I like the photos that are in
here, but others might have more informed choices.
Ideally, you folks would have some reactions and then CMR could look at it by
noon with time for us to make changes and get a revision back to you.
Thank you. The writing in here and picture choices are thanks to great work by
Patrick, Riva, Todd, etc.

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
[redacted]

[redacted]politicalservices.org

CMR_Magazine_D.pdf
1240K

Patrick Bell <[redacted]@patbell.com> Thu, Oct 25, 2012 at 11:36 AM
To: [redacted]@gmail.com, [redacted]@hotmail.com, [redacted]@gmail.com
Cc: Jeremy Deutsch <[redacted]@aol.com>

Please have your suggested edits/reactions to me by Noon (ET) today. Thanks.
[Quoted text hidden]
--
Patrick Bell
Voice: [redacted]
@PatBell | PatBell.com

Riva Litman <[redacted]@gmail.com> Thu, Oct 25, 2012 at 11:48 AM
To: Patrick Bell <[redacted]@patbell.com>
Cc: [redacted]@gmail.com, [redacted]@hotmail.com, Jeremy Deutsch <[redacted]@aol.com>

- Bottom of page 7: "With my warmest regards, Cathy" - should be on a separate line.
- Top of page 8: It should say: "Cathy was born INTO a farming family" (not "to")
- Page 10: Move up the "Staying Connected" paragraph to the top and put another picture in below it – blank space looks awkward
- Top of page 11: "The Spokesman-Review" should be italicized

RLOCE-0081

CONFIDENTIAL

- Back page - is there a better picture of CMR in Afghanistan? She looks tired/unhappy in this one.
[Quoted text hidden]

Shaughnessy Murphy <[redacted]@gmail.com> Thu, Oct 25, 2012 at 12:09 PM
To: Rina Litman <[redacted]@gmail.com>
Cc: Patrick Bell <[redacted]@patbell.com>, [redacted]@hotmail.com, Jeremy Deutsch <[redacted]@aol.com>

Cover Page

Change: 'Cathy's at Home' to 'Cathy Connects'

Page 2

-

The picture with General Johns and Colonel Kelly cannot be used without their permission

Page 3

-

In the fourth paragraph change: 'married to *a* wonderful" to "married to *my* wonderful"

Page 4

In the first full paragraph, first sentence, should read:

"When I first asked for your vote, I promised to fight for you and the reform you believed in."

In the fifth paragraph, regarding earmarks, should read:

When Republicans took over the majority two years ago, we quickly banned earmarks which had become indicative of a broken Congress and abused by many to fund wasteful "pork barrel" spending.

In the eighth paragraph, change: 'STOCKS Act' to 'STOCK Act'

In the tenth paragraph, strike "to the Chinese"

In the eleventh paragraph, the sentence should read:

"I opposed Obamacare because it is a big government takeover of the most personal family decision, decisions that should be between patients and their doctor."

In the twelfth paragraph, the second sentence, strike 'voted for' and insert 'supported'

RLOCE-0082

CONFIDENTIAL

Page 5

Change 'Cathy's at home here.' to 'Cathy Connects'

Page 6

In the thirteenth paragraph, first sentence, regarding rural health care and medical school, strike 'secure funding for'

Page 7

In the second paragraph, strike first and second sentences related to Saudi Arabia and insert:

'I believe we need an all-of-the-above energy strategy. American ingenuity has proven we have enough resources here at home to become energy independent.'

In the fourth paragraph, strike 'ensure' and insert 'continue to work to see'

In the seventh paragraph, strike the second sentence and insert:

'After years of effort, I recently joined Senators Maria Cantwell and Patty Murray to work to secure two TIGER grants for the completion of the North-South Freeway – the first project in the nation to do so.'

Page 8

In the sixth paragraph, second sentence, change 'Congress to ever give birth' to 'Congress ever to give birth'

In the sixth paragraph, second sentence, Cole is 5 years old not 4

In the tenth paragraph, first bullet point, change 'wider' to 'more'

Page 9

The three pictures used are official, including CMR's member pin. I don't think we can use them

Page 10

CONFIDENTIAL

The hard hat picture is an official picture, which can be used if it is not used again for official purposes. Also, two Congressional staffers are in the picture.

The office picture, is of the official office and the member pin is on. I don't think we can use it.

Page 11

The picture with Boehner should be cropped to cut out the glass of wine.

Page 12

This is a picture taken on a CODEL and can be used so long as we don't use it for any official purpose.

I think that is all I caught.
[Quoted text hidden]

Patrick Bell <[redacted]@patbell.com> Thu, Oct 25, 2012 at 12:37 PM
To: Stan Shore <[redacted]@politicalservices.org>
Cc: [redacted]@hotmail.com, Jeremy Deutsch <[redacted]@aol.com>, [redacted]@gmail.com, Dawn Sugasa <[redacted]@gmail.com>, Riva Litman <[redacted]@gmail.com>

Stan:

Here is the feedback I've organized for your review.

Patrick

Page 2: Photo of General Johns at Fairchild (?); consider substituting with CMR at AGC N/S Freeway Roundtable, CMR at GSI Tanker Roundtable or CMR in District.
Page 3: Paragraph 3, consider changing "During the past eight years, I have changed" to "Since first elected to Congress, my life has changed..."
Page 4: Paragraph 7, consider re-wording language on earmarks.
Page 4: Paragraph 9, "Now laws must be publicly available for..." should we say three instead of "a few."?
Page 4: Paragraph 10, "STOCKS Act" should be "STOCK Act."
Page 7: Closing paragraph, consider changing "eight years ago," to "from the beginning."
Page 9: Consider replacing Capitol stakeout photos (esp. "jobs.gop.gov") with RNC stakeout photos.
Page 10: Consider replacing family D.C. photo with this Pink Flamingo photo, or this posed family photo.

Other ideas: We have a photo of CMR at the old McDonald's where she worked, and a photo of her with farmers (maybe swap out on Page 10 collage?)

Shaughnessy
[Quoted text hidden]
Todd

Pending...

Riva

- Bottom of page 7: "With my warmest regards, Cathy" - should be on a separate line.
- Top of page 8: It should say: "Cathy was born INTO a farming family" (not "to")
- Page 10: Move up the "Staying Connected" paragraph to the top and put another picture in below it – blank space looks awkward
- Top of page 11: "The Spokesman-Review" should be italicized
- Back page - is there a better picture of CMR in Afghanistan? She looks tired/unhappy in this one.

RLOCE-0084

CONFIDENTIAL

Dawn

- Crop/Airbrush out the wine glass on page 11 in Speaker Boehner's hand.

That's all the feedback so far. Next step is probably getting a revised version from you Stan that we can show CMR.

Patrick

On Thu, Oct 25, 2012 at 9:56 AM, Dawn Sugasa <[redacted]@gmail.com> wrote:
I don't think the Speaker would be pleased with us using a picture of him with a wine glass in his hand. Granted, it's empty. But that's a pretty big no-no with Team Boehner. He even says it.

Sent from my iPhone

On Oct 24, 2012, at 11:37 PM, Stan Shore <[redacted]@politicalservices.org> wrote:

> This is the proof version of the newspaper insert "magazine."
> We are still perfecting the graphics, and proofreading for typos.
> Meanwhile, this has to go to the printer at 8 AM Friday ... so your timely comments would be much appreciated.
> We have a lot of flexibility to make changes ... I like the photos that are in here, but others might have more informed choices.
> Ideally, you folks would have some reactions and then CMR could look at it by noon with time for us to make changes and get a revision back to you.
> Thank you. The writing in here and picture choices are thanks to great work by Patrick, Riva, Todd, etc.
>
> <CMR Magazine_D.pdf>
>
> Stan Shore
> POLIS POLITICAL SERVICES
> PO Box 11794
> Olympia, WA 98508
> 360-888-4772
>
> [redacted]@politicalservices.org
>
>
>

--
Patrick Bell
Voice: [redacted]
@PatBell | PatBell.com

RLOCE-0085

EXHIBIT 40

RE: Momentum

From: **Todd Winer** ([redacted]@hotmail.com)
Sent: Thu 10/04/12 10:07 AM
To: [redacted]@aol.com

Thanks! Here's the link: http://www.facebook.com/cathyforcongress/posts/10152180352015323

To:[redacted]@hotmail.com
Subject: Re: Momentum
From:[redacted]@aol.com
Date: Thu, 4 Oct 2012 10:02:11 -0400

I like it a lot!! Nice job. Can you post on campaign fb. Also send link so I can share with JT. Thanks!
-----Original Message-----
From: Todd Winer <[redacted]@hotmail.com>
To: jdgop <[redacted]@aol.com>
Sent: Thu, Oct 4, 2012 9:55 am
Subject: RE: Momentum

What do you think?

In a word, "Wow!" Mitt Romney won last night's debate hands-down, and it wasn't even close. Mitt showed he's ready to lead America by offering a positive vision for America's future, a detailed plan to rebuild America's economy, and a powerful indictment of President Obama's failed Big Government policies. For the first time this year, Mitt had a chance to go toe-to-toe with President Obama and present his case to the American people without having it be filtered by the DC media or distorted by million-dollar liberal TV buys, and almost everyone – whether Republican, Democrat, or Independent – agrees Mitt was the clear winner. Way to go Mitt! Thanks for making us proud!

To:[redacted]@hotmail.com
Subject: Fwd: Momentum
From:[redacted]@aol.com
Date: Thu, 4 Oct 2012 09:39:39 -0400

Todd: do you have a minute or two to work on a statement...see below request. Thanks
Jeremy
-----Original Message-----
From: JT Jezierski <[redacted]@mittromney.com>
To: JT Jezierski <[redacted]@mittromney.com>
Cc: Lauren Wegmann <[redacted]@mittromney.com>
Sent: Thu, Oct 4, 2012 7:07 am
Subject: Momentum

Good morning everyone,

A great night.

President Obama made some statements that require further examination, so this piece from the RNC is worth the read and for your reference.

We need to keep up the momentum. If you have done or will do any statements about last night's debate, whether a release or Facebook post, please send our way. Would love to have them.

Finally, attached is information about this Saturday's bus deployment to Virginia. Hope folks are able to help us keep our momentum.

As always, if you need anything, let us know and thanks.

J. T.



Obama Stumbled On The Facts

LIE #1: OBAMA SAYS HEALTHCARE COSTS ARE BECOMING MORE AFFORDABLE

THE CLAIM: Obama Said "Health Care Premiums Have Gone Up -- It Is True -- But They Have Gone Up Slower Than Any Time In The Last 50 Years." OBAMA: "The fact of the matter is that when Obamacare is fully implemented, we are going to be in a position to show that costs are going down. Over the last two years, health care premiums have gone up -- it is true -- but they have gone up slower than any time in the last 50 years. We are already seeing progress." (President Barack Obama, Presidential Debate, Denver, CO, 10/3/12)

THE FACTS: " For Now, There Is Little Evidence That The Affordable Care Act Has Made Healthcare Any More Affordable For The Vast Majority Of Americans." "President Obama reiterated a claim that his healthcare law will reduce costs, a promise he made when he started pushing for an overhaul as a candidate four years ago. Then, Obama said he would cut family health insurance premiums by $2,500 by the end of his first term. Today, this stands as one of the president's biggest unfulfilled promises. In fact, the average employee share of an employer-provided health plan jumped from $3,515 in 2009 to $4,316 in 2012, an increase of more than 22%, according to a survey from the Kaiser Family Foundation and the Health Research & Educational Trust. The total cost of an average employer-provided family health plan - shared by the employer and the employee -reached $15,745 in 2012. When the law is fully implemented in 2014, some low- and middle-income Americans will qualify for government subsidies to help them afford health insurance. And other provisions of the law could help slow the growth in healthcare costs over the long term. But for now, there is little evidence that the Affordable Care Act has made healthcare any more affordable for the vast majority of Americans."(Noam N. Levey, "Fact Check: 'Obamacare' Hasn't Yet Reduced Health Insurance Costs," Los Angeles Times' Politics Now , 10/3/12)

LIE #2: OBAMA SAYS GOV. ROMNEY'S PLAN IS A $5 TRILLION TAX CUT

THE CLAIM: Obama Said "Gov. Romney's Central Economic Plan Calls For A $5 Trillion Tax Cut." OBAMA: "Gov. Romney's central economic plan calls for a $5 trillion tax cut - on top of the extension of the Bush tax cuts, that's another trillion dollars - and $2 trillion in additional military spending that the military hasn't asked for. That's $8 trillion. How we pay for that, reduce the deficit, and make the investments that we need to make, without dumping those costs onto

middle-class Americans, I think is one of the central questions of this campaign." (President Barack Obama, Presidential Debate, Denver, CO, 10/3/12)

THE FACTS: "Obama's Claim That Romney Wants To Cut Taxes By $5 Trillion Doesn't Add Up." "Obama's claim that Romney wants to cut taxes by $5 trillion doesn't add up. Presumably, Obama was talking about the effect of Romney's tax plan over 10 years, which is common in Washington. But Obama's math doesn't take into account Romney's entire plan." (Calvin Woodward, "FACT CHECK: Presidential Debate Missteps," *The Associated Press*, 10/3/12)

- **Romney's "Goal Is A Simpler Tax Code That Raises The Same Amount Of Money As The Current System But Does It In A More Efficient Manner."** "Romney proposes to reduce income tax rates by 20 percent and eliminate the estate tax and the alternative minimum tax. The Tax Policy Center, a Washington research group, says that would reduce federal tax revenues by $465 billion in 2015, which would add up to about $5 trillion over 10 years. However, Romney says he wants to pay for the tax cuts by reducing or eliminating tax credits, deductions and exemptions. The goal is a simpler tax code that raises the same amount of money as the current system but does it in a more efficient manner." (Calvin Woodward, "FACT CHECK: Presidential Debate Missteps," *The Associated Press*, 10/3/12)
- **ABC's Jon Karl: Obama's Claim That Romney Has A $5 Trillion Tax Cut Plan Is "Mostly Fiction."** KARL: "Okay, so, the big thing there, and he came back to it several times, is Governor Romney has a $5 trillion tax cut plan. I rate that mostly fiction." (ABC's "Your Voice: 2012Presidential Debates," 10/3/12)

LIE #3: OBAMA SAYS HIS PLAN IS BALANCED IN THE MANNER OF SIMPSON-BOWLES

THE CLAIM: "Obama Often Claims That His Plan Has The 'Balanced Approach' Of The Simpson-Bowles Deficit Commission Proposal, But The Simpson-Bowles Plan Is Actually Quite Different." "Obama often claims that his plan has the 'balanced approach' of the Simpson-Bowles deficit commission proposal, but the Simpson-Bowles plan is actually quite different, calling for tough spending cuts and substantial tax reforms - not the faux proposals contained in the president's budget." (Glenn Kessler, "Fact Check: Obama's Faux Deficit Plan," *The Washington Post's* Fact Checker , 10/3/12)

THE FACTS: "When The Two Plans Are Compared Apples To Apples, Simpson-Bowles Yields About $6.6 Trillion In Deficit Reduction - 50 Percent More Than Obama's Plan." "For instance, Simpson-Bowles envisioned $4 trillion in debt reduction over nine years; the president's plan would spread the cuts over 10 years. A good chunk of the savings from deficit reduction piles up in that last year. When the two plans are compared apples to apples, Simpson-Bowles yields about $6.6 trillion in deficit reduction - 50 percent more than Obama's plan." (Glenn Kessler, "Fact Check: Obama's Faux Deficit Plan," *The Washington Post's* Fact Checker , 10/3/12)

- **THE FACTS: "Moreover, The Administration Is Also Counting $848 Billion In Phantom Savings From Winding Down The Wars In Iraq And Afghanistan... Independent Budget Analysts Were Not Impressed And Called The Maneuver 'A Major Budget Gimmick.'"** "Moreover, the administration is also counting $848 billion in phantom savings from winding down the wars in Iraq and Afghanistan, even though the administration had long made clear those wars would end. In other words, by projecting war spending far in the future, the administration is able to claim credit for saving money it never intended to spend. (Imagine someone borrowing $50,000 a year for college-and then declaring that they have an extra $500,000 to spend over the next decade once they graduate.) Independent budget analysts were not impressed and called the maneuver 'a major budget gimmick.'" (Glenn Kessler, "Fact Check: Obama's Faux Deficit Plan," *The Washington Post's* Fact Checker , 10/3/12)

LIE #4: OBAMA SAYS HE MADE ADJUSTMENTS TO SIMPSON-BOWLES FOR HIS OWN PLAN

THE CLAIM: Obama Said He Had Made Adjustments To The Simpson-Bowles Commission Recommendations. JIM LEHRER: "Governor Romney, do you support Simpson-Bowles?" MITT

ROMNEY: "I have my own plan it is not as Simpson-Bowles. But in my view the President should have grabbed it. If you have some adjustments, make it, take it to Congress, fight for it." BARACK OBAMA: "That's what we've done. Made some adjustment to it. Putting it before Congress right now. $4 trillion plan." (President Barack Obama, Presidential Debate, Denver, CO, 10/3/12)

THE FACTS: When Bowles Simpson Failed To Come To The Floor, "The White House Looked The Other Way." "Obama, answering a challenge from Romney, said that he did take an adjusted version of the Simpson-Bowles deficit-reduction framework to Congress, and that he has proposed $4 trillion in deficit reduction. Not quite. After the Simpson-Bowles commission failed to get the necessary votes needed to introduce its plan--which would reduce deficits by $4 trillion over 10 years through a combination of discretionary spending cuts, broad tax reform and entitlement savings--to the floor in December 2010, the White House looked the other way. (Meghan McCarthy, Katy O'Donnell, Amy Harder, and Catherine Hollander, "Fact Checking The Presidential Debate," *National Journal*, 10/3/12)

LIE #5: OBAMA SAYS HIS PLAN REDUCES THE DEFICIT BY $4 TRILLION

THE CLAIM: Obama: "I've Proposed A Specific $4 Trillion Deficit Reduction Plan." OBAMA: "I've proposed a specific $4 trillion deficit reduction plan. ... The way we do it is $2.50 for every cut, we ask for $1 in additional revenue." (President Barack Obama, Presidential Debate, Denver, CO, 10/3/12)

THE FACTS: Obama's $4 Trillion Figure Includes Money From Legislation Enacted With Republicans And From War Savings That Would Occur Anyway. "In promising $4 trillion, Obama is already banking more than $2 billion from legislation enacted along with Republicans last year that cut agency operating budgets and capped them for 10 years. He also claims more than $800 billion in war savings that would occur anyway. And he uses creative bookkeeping to hide spending on Medicare reimbursements to doctors." (Calvin Woodward, "FACT CHECK: Presidential Debate Missteps," *The Associated Press*, 10/3/12)

- **"Take Those 'Cuts' Away And Obama's $2.50/$1 Ratio Of Spending Cuts To Tax Increases Shifts Significantly More In The Direction Of Tax Increases."** (Calvin Woodward, "FACT CHECK: Presidential Debate Missteps," *The Associated Press*, 10/3/12)

Obama "Twisted The Truth" With The $4 Trillion Figure. "Obama also twisted the truth when he repeated the claim that his proposals would reduce the 10-year deficit by $4 trillion. In fact, the Congressional Budget Office found that Obama's budget would increase cumulative deficits by well over $2 trillion over that time period." (Meghan McCarthy, Katy O'Donnell, Amy Harder, and Catherine Hollander, "Fact Checking The Presidential Debate," *National Journal*, 10/3/12)

MSNBC's Andrea Mitchell Reminded Viewers That "The Bipartisan Non-Profit Committee For Responsible Federal Budget Has Called That A Gimmick Because Those Wars Were Deficit-Financed In The First Place." MITCHELL: "That estimate comes from the left-leaning Center on Budget and Policy Priorities. $3.8 trillion to be exact over ten years. The President is counting money saved by letting the Bush tax cuts expire for people making more than $250,000 a year. But he's also counting $1 trillion in savings over ten years by drawing down the wars in Iraq and Afghanistan. The bipartisan non-profit Committee for Responsible Federal Budget has called that a gimmick because those wars were deficit-financed in the first place. And The President is also counting on savings agreed to last year when the White House and Congress agreed to raise the debt ceiling. Mitt Romney claimed tonight that President Obama's health reform would take $706 billion -- 16 billion dollars out of Medicare." (NBC's "2012 Presidential Debate," 10/3/12)

LIE #6: OBAMA SAYS HE HAS CREATED 5 MILLION PRIVATE JOBS

THE CLAIM: Obama: "Over The Last 30 Months, We've Seen 5 Million Jobs In The Private Sector Created." (President Barack Obama, Presidential Debate, Denver, CO, 10/3/12)

- **THE FACTS: "That Statistic Tries To Obscure The Fact That The Overall Job Record So Far In This Presidential Term Has Been Negative."** "He claimed 5 million jobs have been created in the private sector in the past 30 months; that statistic tries to obscure the fact that the overall job record so far in this presidential term has been negative." (Glenn Kessler, "Fact Check: Obama's Jobs Stat," *The Washington Post's* Fact Checker , 10/3/12)

LIE #7: OBAMA MAKES FALSE ACCUSATIONS ABOUT GOV. ROMNEY'S ECONOMIC PLAN

THE CLAIM: Obama: "Governor Romney Has A Perspective That Says If We Cut Taxes, Skewed Towards The Wealthy, And Roll Back Regulations That We'll Be Better Off." (President Barack Obama, Presidential Debate, Denver, CO, 10/3/12)

- **THE FACTS: This Is "A Claim That Earned Him [Obama] Three Pinocchios This Week."** "The President also suggested that Romney would adopt the same policies as the bush administration -cut taxes and roll back regulation-that led to the economic crisis, which is a claim that earned him Three Pinocchios this week." (Glenn Kessler, "Fact Check: Obama's Jobs Stat," *The Washington Post's Fact Checker* , 10/3/12)

LIE #8: OBAMA SAYS SOCIAL SECURITY IS "STRUCTURALLY SOUND"

THE CLAIM: Obama Claimed That Social Security Is "Structurally Sound." OBAMA: "Social Security is structurally sound. It's going to have to be tweaked the way it was by Ronald Reagan and Speaker -- Democratic Speaker Tip O'Neill. But the basic structure is sound." (President Barack Obama, Presidential Debate, Denver, CO, 10/3/12)

THE FACTS: MSNBC's Andrea Mitchell Said That "But According To The Congressional Budget Office, Social Security Will Run Into Financial Trouble Too." MITCHELL: "President Obama said that unlike Medicare Social Security does not have to be fixed to remain solvent but according to the Congressional Budget Office, Social Security will run into financial trouble too. By 2030 the amount Social Security pays out will exceed the tax revenue coming in. So in about 20 years the program will not be able to pay for itself through the payroll tax that's we all pay in. So Brian, the debate will continue on twitter and everywhere else as these facts are checked and counterchecked." (NBC's "2012 Presidential Debate," 10/3/12)

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October 3, 2012

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EXHIBIT 41

From: "Jeremy Deutsch"
Date: Tuesday, June 12, 2012 at 2:16:36 PM Pacific Daylight Time
To: "Stan Shore"
Cc:
Subject: **Fwd: Inlander questions**

Help

Sent from my iPhone

Begin forwarded message:

> **From:** Todd Winer <[redacted]@hotmail.com>
> **Date:** June 12, 2012 4:52:48 PM EDT
> **To:** <[redacted]@politicalservices.org>
> **Subject:** **RE: Inlander questions**
>
> ok, will do. thanks.
>
> ---
>
> Subject: Re: Inlander questions
> From:[redacted]@politicalservices.org
> Date: Tue, 12 Jun 2012 13:50:09 -0700
> To:[redacted]@hotmail.com
>
> Todd I just would add in somewhere that they both had very limited time schedules and so weren't available to do a publiic meetings. It wasn't they didn't want it known that they were here it's just their time didn't permit a more extensive agenda.
>
> Sent from my iPhone
>
> On Jun 12, 2012, at 1:05 PM, Todd Winer <[redacted]@hotmail.com> wrote:
>
> > Hi Stan: The Inlander got wind of the Boehner and Cantor fundraisers in the District, and they're asking me questions about it. Since Jeremy is on the road today, he suggested that I run my draft answers by you. They're below. Let me know what you think. Thanks. -Todd
> >
> > > Who requested that the fundraisers not be advertised?
> >
> > **A joint decision was made by the principals (hosts, guests, and organizers) that these events would be for those attending to give them maximize time with Speaker Boehner and Leader Cantor, respectively.**
> >
> > > Why don't two of the top lawmakers in the GOP not want to be seen campaigning for their colleague?
> >
> > **I wouldnt interpret it that way. Quite the opposite, actually. Speaker Boehner and Leader Cantor**

came to Eastern Washington to show their support for the Congresswoman and other community leaders.

Also, how much money did the Liberty Lake fundraiser pull in?

?

And was there a similar fundraiser in Pullman?

Yes.



EXHIBIT 42

Murphy, Shaughnessy

From: Litman, Riva
Sent: Wednesday, October 03, 2012 4:41 PM
To: Deutsch, Jeremy; Murphy, Shaughnessy
Cc: Winer, Todd; Harris, Amy
Subject: RE: Kudlow Tomorrow

That makes sense. And we'll likely have several more opportunities to have her on Kudlow in the next few months. Thanks, everyone!

From: Deutsch, Jeremy
Sent: Wednesday, October 03, 2012 4:40 PM
To: Murphy, Shaughnessy; Litman, Riva
Cc: Winer, Todd; Harris, Amy
Subject: Re: Kudlow Tomorrow

Yes. I concur.

From: Murphy, Shaughnessy
Sent: Wednesday, October 03, 2012 04:16 PM
To: Litman, Riva
Cc: Deutsch, Jeremy; Winer, Todd; Harris, Amy
Subject: Re: Kudlow Tomorrow

Great opportunity, but I think we'll need to pass on this, she mentioned how she was excited to get home in time to put the kids to bed.

JDD is that a fair read?

Shaughnessy Murphy
Office of Rep. Cathy McMorris Rodgers

sent from blackberry

From: Litman, Riva
Sent: Wednesday, October 03, 2012 03:02 PM
To: Deutsch, Jeremy; Leland, Richard; Murphy, Shaughnessy; Winer, Todd
Cc: Harris, Amy
Subject: Kudlow Tomorrow

Hi guys – we have a request for CMR to join Kudlow for debate reactions tomorrow night. I know she'll be flying all day, but I wanted to get your thoughts before I tell them one way or another. She's scheduled to land in DC around 4:30 and the segment would be in the 7PM hour. Please let me know ASAP!

Riva B. Litman
Press Secretary
~~Cathy McMorris Rodgers (WA-05)~~
~~2421 Rayburn House Office Building · Washington, DC 20515~~

E | [redacted]@mail.house.gov
T | 202.225.2006

CMRHEC-000166

W | www.mcmorrisrodgers.house.gov

EXHIBIT 43

Murphy, Shaughnessy

From: Fendrich, Louise
Sent: Wednesday, October 24, 2012 6:05 AM
To: Murphy, Shaughnessy
Subject: Re: Media Request

It appears from your email to dick that cmr will only be in district on the 1st then the 5th and 6th. Is this correct? Any word yet9

Sent using BlackBerry

From: Murphy, Shaughnessy
Sent: Tuesday, October 23, 2012 04:24 PM
To: Litman, Riva; Harris, Amy; Conley, Rashelle; Fendrich, Louise
Cc: Winer, Todd; Deutsch, Jeremy
Subject: RE: Media Request

This week is shot and next week we have something each day during that time.

What about on election day, 11/6? That's our first weekday opening at 1 pm.

From: Litman, Riva
Sent: Tuesday, October 23, 2012 3:59 PM
To: Murphy, Shaughnessy; Harris, Amy; Conley, Rashelle; Fendrich, Louise
Cc: Winer, Todd; Deutsch, Jeremy
Subject: Media Request
Importance: High

Hi gang: We have a request for CMR to appear on MSNBC's show with Andrea Mitchell during the 1PM (Eastern) hour anytime this week or next. They've been trying to have her on for a long time, so it'd be great to make it happen if we can fit it in the schedule. Any suggestions?

Thanks,
Riva

From: Setteducato, Michele (NBCUniversal, MSNBC) [mailto:[redacted]@nbcuni.com]
Sent: Tuesday, October 23, 2012 2:53 PM
To: Litman, Riva
Subject: MSNBC - Andrea Mitchell Reports
Importance: High

Hi Riva – Any chance the Congresswoman has some time this week to join Andrea Mitchell in the 1pm hour? She would love to have her on. We would talk Election.

Let me know.

Thanks!!

CMRHEC-000479

Michele Loschiavo - Setteducato
MSNBC Booking Producer

30 Rockefeller Plaza
New York, NY 10112
Main Booking: 212-664-1450
Direct: 212-664-1739
Cell: [redacted]
[redacted]@msnbc.com

****PLEASE NOTE NEW EMAIL ADDRESS FOR MICHELE LOSCHIAVO****

MSNBC

CMRHEC-000480

EXHIBIT 44

Gmail Campaign 2012

Media Tomorrow

Brooke Sammon <[redacted]@mittromney.com> Wed, Oct 31, 2012 at 3:27 PM
To: "[redacted]@hotmail.com" <[redacted]@hotmail.com>, "Riva Litman ([redacted]@gmail.com)" <[redacted]@gmail.com>

Hey guys – just checking in to see if the Congresswoman is available tomorrow to do any TV and/or radio for us – let me know, thanks!

Brooke Sammon

Office [redacted]

Cell [redacted]

[redacted]@mittromney.com

Todd Winer <[redacted]@hotmail.com> Wed, Oct 31, 2012 at 3:36 PM
To: Riva Litman <[redacted]@gmail.com>

riva, can you check with the team? maybe she can do some radio in the car. thanks.

From: [redacted]@mittromney.com
To: [redacted]@hotmail.com; [redacted]@gmail.com
Date: Wed, 31 Oct 2012 15:27:25 -0400
Subject: Media Tomorrow
[Quoted text hidden]

Riva Litman <[redacted]@gmail.com> Wed, Oct 31, 2012 at 3:37 PM
To: Todd Winer <[redacted]@hotmail.com>

Definitely!
[Quoted text hidden]

Riva Litman <[redacted]@gmail.com> Wed, Oct 31, 2012 at 4:16 PM
To: jeremy deutsch <[redacted]@aol.com>, Shaughnessy Murphy <[redacted]@gmail.com>, "Leland, Richard" <[redacted]@mail.house.gov>
Cc: todd w <[redacted]@hotmail.com>, Amy Harris <[redacted]@gmail.com>, [redacted]@mail.house.gov

Hi gang – the Romney folks would like to know if CMR is available for radio or TV tomorrow. Please let me know if/when there are any open slots on her schedule!

Thanks,
Riva

RLOCE-0179

[Quoted text hidden]

Amy Harris <[redacted]@gmail.com> Wed, Oct 31, 2012 at 4:28 PM
To: Riva Litman <[redacted]@gmail.com>
Cc: jeremy deutsch <[redacted]@aol.com>, Shaughnessy Murphy <[redacted]@gmail.com>, "Leland, Richard" <[redacted]@mail.house.gov>, todd w <[redacted]@hotmail.com>, [redacted]@mail.house.gov

I see 1:30 - 2:00 PM PST and 3:00 - 3:30 PM PST available right now, but I am sure there are some last minute changes. Boss/Dick: are those times still available? Thanks!

-Amy
[Quoted text hidden]

Shaughnessy Murphy <[redacted]@gmail.com> Wed, Oct 31, 2012 at 4:39 PM
To: Amy Harris <[redacted]@gmail.com>
Cc: Riva Litman <[redacted]@gmail.com>, jeremy deutsch <[redacted]@aol.com>, "Leland, Richard" <[redacted]@mail.house.gov>, todd w <[redacted]@hotmail.com>, [redacted]@mail.house.gov

Those are travel times, so anything then would have to be radio.

The only significant block of time that is available is after 4:30 pm PST.
[Quoted text hidden]

Riva Litman <[redacted]@gmail.com> Wed, Oct 31, 2012 at 4:42 PM
To: Shaughnessy Murphy <[redacted]@gmail.com>
Cc: Amy Harris <[redacted]@gmail.com>, jeremy deutsch <[redacted]@aol.com>, "Leland, Richard" <[redacted]@mail.house.gov>, todd w <[redacted]@hotmail.com>, [redacted]@mail.house.gov

Radio is fine. I'll see what they propose and get back to all of you. Thanks for the quick responses!
[Quoted text hidden]

Riva Litman <[redacted]@gmail.com> Wed, Oct 31, 2012 at 4:43 PM
To: Brooke Sammon <[redacted]@mittromney.com>
Cc: "[redacted]@hotmail.com" <[redacted]@hotmail.com>

Hi Brooke!

She's available from 1:30 - 2:00 PM PST and 3:00 - 3:30 PM PST tomorrow, but they're travel times, so she could only do radio. Let me know if you have any media opportunities then!

Thanks so much,
Riva
[Quoted text hidden]

RLOCE-0180

EXHIBIT 45

FW: ponderosa speech

From: **Todd Weiner** [redacted]@hotmail.com)
Sent: Mon 8/09/10 4:41 PM
To: [redacted]@comcast.net; [redacted]@aol.com; Todd Weiner [redacted]@hotmail.com)
1 attachment
08-12-10 Spokane Ponderosa Women.doc (42.5 KB)

David/Jeremy: For your records, here is my draft of Thursday's Ponderosa speech that I'm putting in CMR's binder. Thanks.

From: [redacted]@hotmail.com
To: [redacted]@hotmail.com
Subject:
Date: Mon, 9 Aug 2010 16:07:47 -0400

jkkk

SPEECH READ-AHEAD

To: CMR

From: Todd

CC: Jeremy/David

Date: Thursday, August 12, 2010

Re: SPOKANE PONDEROSA WOMEN'S LUNCHEON

Notes: 10 mins

CMR Remarks

SPOKANE PONDEROSA WOMEN'S LUNCHEON

Thursday, August 12, 2010

Good morning! Thank you so much for being here today!

I especially want to thank XX and XX.

This is an exciting time for Washington State Republicans.

We're on offense, making gains, winning back our state and taking back our country -- and that's because of you and all your hard work.

So thank you for your commitment, dedication, and your patriotism!

I appreciate it. And America appreciates it!

Right now -- in Eastern Washington and across America - people are looking to Congress and the White House and asking the same question: "Is anybody listening?"

The American people said "NO" to wasteful government spending.

What did we get? An $800 billion stimulus bill.

What were the results? 3 million private sector jobs were eliminated.

The American people said "NO" to a radical health care bill.

What did we get? A trillion-dollar takeover of America's health care system.

What were the results? As of now, 1.6 million jobs are in danger because of government-imposed mandates.

The American people said " NO" to more government bailouts.

What did we get? A $50 billion bailout of Greece and the European Union.

What have been the results? We're about to find out.

Republicans in Congress are listening to the people.

In the aftermath of the 2008 election, nobody thought Republicans would win another election.

But despite the odds, Republicans across the country have found their voice and staged a comeback.

When President Obama proposed his stimulus bill, every single House Republican opposed it.

When Speaker Pelosi rammed through her government takeover of health care, every House Republican voted against it.

And when Democrats proposed new energy taxes and tried to take away the secret ballot for unionized workers, Republicans were there to stop it.

The voters took notice. Last November, Virginia and New Jersey held their elections for Governor, and Republicans won both states.

Then, 2 months later, in Massachusetts, came an even bigger surprise: The election of Republican Scott Brown to Sen. Ted Kennedy's seat.

Brown's election in one of the bluest states in the country was a wake-up call of historic proportions.

Today, the Democrats are nervous. And Republicans are on offense.

Last week, Fox News did a poll which showed that Republicans have an 11-point lead over the Democrats in the generic ballot for Congress.

If those poll numbers hold up, we will gain the 39 seats necessary for a new Republican majority in Congress.

During the last Republican Revolution in 1994, Washington State gained 6 House seats – the most of any state.

With your help, I know Washington can be the leader in a New Republican Revolution!

To retake the Senate, we need to gain 10 seats....And according to a compilation of state polls, Republicans candidates are ahead or within striking distance in 11 Democrat-held Senate seats.

One of those states is Washington.

Since the Democrats took control of the government, they have kicked America's problems down the road – and the Senator who has done the most kicking is Patty Murray using her famous tennis shoes.

On issue after issue – whether it's taxes, spending, borrowing, or bailouts – Patty Murray has been on the wrong side.

We've kicked the can down the road long enough.

We've reached the end of the road.

And that means we've reached the end of Patty Murray's career.

There's a very good chance Washington could be the pivotal 10th seat that could swing control of the Senate to the Republicans.

That's why it's so important that – regardless of what happens on Primary Day – we must unite behind our nominee, spread the word, and work to elect our first Republican Senator from Washington since '94!

There's a reason why '94 keeps coming up over and over again.

In '94, Republicans made a contract with America – a contract that was rooted in the idea that we must listen to the American people, and then work with the people on crafting positive solutions for America's future.

Right now, House Republicans are using 2 new websites to reach out and engage our constituents: America Speaking Out and YouCut.

Through America Speaking Out, any citizen can submit a policy idea, promote their idea, debate the ideas posted by other citizens, and share the conversation with their friends via Facebook and Twitter.

In less than 3 months, over 12,000 ideas have been posted on ASO and 600,000 votes have been cast.

I've posted my own idea on ASO: It's my Congressional Resolution opposing U.S. participation in the $1 trillion bailout of Greece and the European Union.

As some of you may have heard, President Obama has committed at least $50 billion of U.S. tax money – your tax money – to bailout Greece, Spain, Italy, and other countries whose generous welfare benefits have become too expensive to pay.

I also posted a video on ASO explaining my proposal - and in just a few weeks, it's become the 5th-most watched of the 37 Member videos.

YouCut is another great program.

Through YouCut, any citizen can vote - both online and on their cell phone - on the spending cuts they want Congress to pass.

Each week, the winning item is brought to the House floor for a vote.

So far, over 1.5 million votes have been cast on YouCut and 9 YouCut winners have been brought to the House floor and voted on.

If the YouCut winners had passed, they would have saved taxpayers $119 billion (!). The Democrats, of course, voted against them....But Republicans are looking forward to bringing these ideas back to the floor as part of a new Republican Majority next year.

Through ASO and YouCut, Republicans in Congress are listening to the people. And by listening to the people, we will win America back.

Next month, House Republicans will take the best ideas from ASO and YouTube and townhalls all across the nation and incorporate them as part of a new "Commitment to America."

While the details are still being hammered out, the goal of the Commitment is crystal-clear.

We will put a stop to Obama's "spend, borrow, and bailout" policies.

We will "Repeal and Replace" the Obama health care bill.

And we will say "Never Again" to anymore Wall Street bailouts.

I've incorporated and expanded upon these ideas in my own campaign.

I'm calling for a balanced budget amendment to the Constitution!

I called for this amendment in my first campaign for Congress in 2004.

49 states already require a balanced budget by law.

And 13 years ago, the US Senate fell one vote short of passing a balanced budget...and guess who was the deciding vote? Patty Murray!

I'm also calling for a constitutional amendment to cap federal spending at 20% of the economy (it's 27% today).

We also need to lower taxes and reduce regulations to create a favorable environment for businesses to grow and create jobs again.

All across Eastern Washington, business owners keep telling me the same thing: The higher taxes...the health care bill...the financial reform bill...the budget-busting deficits...the possibility of cap-and-trade rearing its head again – all of these policies are creating an uncertain climate that makes job creation impossible.

We need to start promoting job growth in the private sector – not borrowing more money from China to create jobs in the public sector!

Our economy is not the only challenge facing America.

Every day, our survival is threatened by radical Islamic terrorists whose aim is to kill innocent men, women, and children, even at the cost of their own lives.

Our families are being harmed by an erosion of traditional values.

Our entire culture is under siege from a "just do it" mentality that leaves no room for sacrifice, service, or patriotism.

The spirit of September 12, 2001 – the feeling that we are one people united by our love of one country – has been lost but not forgotten.

Let us use this election to unite the American people and rally behind positive solutions to preserve the American Dream.

Looking back on my life, I truly believe that I have lived the American Dream. And that's why I've always seen my Number One goal in public life as preserving that Dream for our children and grandchildren.

They call it the American Dream for a reason: Because it is American. It is unique to this land. Of all the countries in the world, it is America – and ONLY America – that embodies the cherished principle that every human being has a "right to life, liberty, and the pursuit of happiness," and that those rights come from our Creator and not from government.

Our Founders faced much greater odds to create and build our great republic; our work today is merely to preserve it.

Can we do it? Yes. Absolutely, yes. After all, we're Americans. And there is nothing wrong with the American government that can't be cured by the wisdom of the American people. And if we empower the people – and stop the expanding power of government - I know that America's best days will be ahead of us.

Thank you so much for your leadership and patriotism.

Because of your commitment, I believe that one day our children will look back at the year 2010, and say, "That was the year America woke up and reclaimed its destiny; that was the year the American Renaissance began; and that was the year the American Dream was passed down safely to the next generation.

Thank you. God bless you, and may God bless America.

EXHIBIT 46

pink flamingo speech

From: **Todd Weiner** [redacted]@hotmail.com)
Sent: Mon 8/16/10 2:19 PM
To: [redacted]@aol.com; [redacted]@comcast.net
1 attachment
08-18-10 flamingo.doc (42.0 KB)

Jeremy/David: I have a draft of the Pink Flamingo speech ready (please see attached). While I didn't get a chance to speak with CMR about it, this draft incoporates the ideas we discussed recently (specifically, keeping it broad and short to allow Eric Cantor to do most of the talking). As it is, the draft is probably still a little long, but this way, CMR can pick and choose what she wants to keep. If you have any changes, let me know. Otherwise, I'll put this draft in CMR's binder tonight. Thanks.

SPEECH READ-AHEAD

To: CMR

From: Todd

Date: Wednesday, August 18, 2010

Re: Pink Flamingo Speech

TW_0505

COE.MCMRODGERS.005643

CMR Remarks
Pink Flamingo
Aug. 18, 2010

- Good evening!
- Let me star off by asking, "Is everybody here ready to win??!!"
- This is an exciting time for Washington State Republicans – and Republicans all across America.
- We're on offense, making gains, winning back our state and taking back our country – and that's because of you and all your hard work.
- So thank you for your commitment, dedication, and your patriotism!
- I appreciate it. And America appreciates it!
- You know, in the aftermath of the 2008 election, nobody thought Republicans would win another election.
- But despite the odds, Republicans across the country have found their voice and staged a comeback.
- When President Obama proposed his stimulus bill, every single House Republican opposed it.
- When Speaker Pelosi rammed through her government takeover of health care, every House Republican voted against it.
- And when Democrats proposed new energy taxes and tried to take away the secret ballot for unionized workers, Republicans were there to stop it.
- The voters took notice. Last November, Virginia and New Jersey held their elections for Governor, and Republicans won both states.
- Then, 2 months later, in Massachusetts, came an even bigger surprise: The election of Republican Scott Brown to Sen. Ted Kennedy's seat.

- Brown's election in one of the bluest states in the country was a wake-up call of historic proportions.
- Today, the Democrats are nervous.
- They are nervous because their economic experiment – to pull America out of one of its deepest recessions in history through *higher* taxes, *more* government spending, and record deficits has failed spectacularly.
- Since January 2009, they have borrowed $2.4 trillion and spent $6.1 trillion and what have been the results? A loss of *3 million* private sector jobs!
- The national unemployment rate has been above 9% for 14 straight months- the longest stretch in 30 years.
- The average person's stay on unemployment – about 25 weeks – is more than *twice as high (!)* than at any point in the past *50 years!*
- This summer, America's national debt surpassed $13 trillion (which comes to $42,000 per person). And under current projections, we will need to borrow an additional $10 trillion over the next 10 years.
- That is unsustainable. There is simply not enough money in the world to pay for all of these debts without raising interest rates or devaluing the dollar (or both). And while the Democrats in Congress may not understand that, the American people understand it very well.
- The American people are raising their voices and demanding fiscal discipline. They want smaller, smarter government. And they want it *now!*
- House Republicans are listening to the people…And the people are noticing.
- Just a few days ago, Fox News did a survey which showed that Republicans have a *7-point lead* in the generic ballot for Congress.
- If those poll numbers hold up, we *will* gain the 39 seats necessary for a new Republican majority in Congress.
- During the last Republican Revolution in 1994, Washington State gained *6* House seats – the most of any state.

3

TW_0507

- With your help, I know Washington can be the leader in a *New* Republican Revolution!
- To retake the Senate, we need to gain *10 seats*... .And according to a compilation of state polls, Republicans candidates are *ahead* or within striking distance in *11* Democrat-held Senate seats.
- One of those states is Washington.
- Since the Democrats took control of the government, they have kicked America's problems down the road – and the Senator who has done the most kicking is Patty Murray using her famous tennis shoes.
- On issue after issue – whether it's taxes, spending, borrowing, or bailouts – Patty Murray has been on the wrong side.
- We've kicked the can down the road long enough.
- We've reached the *end* of the road.
- And that means we've reached the end of Patty Murray's career.
- Dino Rossi is here today; and Dino, I look forward to working with you on Capitol Hill next year!
- We have another very special guest at this year's Pink Flamingo: The Congressman from Virginia's 7th District, the House Republican Whip (the 2nd-highest ranking position among House Republicans), and one of the rising stars in national politics: My friend, Eric Cantor (!)
- Since he was first elected to Congress in the year 2000, Eric has established a well-earned reputation for conservative, innovative, and results-oriented leadership.
- In January 2009, Eric and I became teammates on the House Republican Leadership Team – Eric as Minority Whip; myself as Vice Chair of the Conference.

- During the past year and a half, Eric and I – together with Leader Boehner and Conference Chair Mike Pence – have worked closely together to oppose President Obama's "spend, borrow, and bailout" policies and advocate for better solutions – on issues from jobs to health care; from the national debt to national security.
- As a Leadership Team, our philosophy has been to listen to the American people, and we've been able to tap into the public's wisdom and wellspring of new ideas through 2 innovative projects: "America Speaking Out" and "YouCut" (Eric will discuss those projects shortly).
- Eric is a lifelong resident of the Richmond area.
- He received his law degree from The College of William and Mary and his master's degree from Columbia University.
- He and his wife, Diana, have 3 children: Evan, Jenna, and Michael.
- Please join me in welcoming Eric Cantor!

EXHIBIT 47

RE: Womens article

From: **Todd Weiner** ([redacted]@hotmail.com)
Sent: Mon 10/04/10 4:20 PM
To: [redacted]@aol.com

Jeremy: Kristina said I should touch base with you about what CMR needs for her political speeches (Oct 11 with McCarthy, Oct 12 in Seattle, Oct 15 Dino Rossi breakfast, and maybe others). If you have some time tomorrow, maybe we can chat by phone. Thanks! -Todd

> From:[redacted]@aol.com
> To:[redacted]@hotmail.com
> Subject: Re: Womens article
> Date: Mon, 4 Oct 2010 10:14:35 -0400
>
> I think before election is critical. Let's find out if Molly is going to write something. If not maybe tomorrow if she is going to do something lets wait until cmr is back in dc which will be in mid october. Do u have enough info for a leadership one page on her accomplishments.
>
> Sent from my iPad
>
> On Oct 4, 2010, at 10:05 AM, Todd Weiner <[redacted]@hotmail.com> wrote:
>
> > sure, will do
> >
> > Also, do you want me to ask Molly if she wants to come in tomorrow to interview CMR about her Vice chair accomplishments - or do you think it's worth waiting until after the election?
> >
> > > From:[redacted]@aol.com
> > > To[redacted]@hotmail.com
> > > Subject: Womens article
> > > Date: Mon, 4 Oct 2010 09:47:01 -0400
> > >
> > >
> > > Just a random thought. Don't know if any article has been written on the womens event but as a follow to Jackie or Molly we could let them know that CMR helped raise 500k for the event which was 200k above our goal. Very impressive. Thanks.
> > > Sent from my iPad
> > =

EXHIBIT 48

lincoln day speeches

From: **Todd Weiner** [redacted]@hotmail.com)
Sent: Wed 3/16/11 2:53 PM
To: [redacted]@aol.com
1 attachment
03.16.11 District Speeches.docx (28.3 KB)

Jeremy: Please see attached for my draft of next week's Lincoln Day speeches if you'd like to review it. My goal is to have a copy in CMR's weekend binder. Thanks.

EXHIBIT 49

top of the morning speech

From: **Todd Weiner** ([redacted]@hotmail.com)
Sent: Fri 4/15/11 4:42 PM
To: Kristina Lotze ([redacted]@hotmail.com); [redacted]@comcast.net; [redacted]@aol.com; [redacted]@patbell.com
1 attachment
04.19.11 Top of the Morningv2.doc (50.0 KB)

for your records. CMR has a copy for her plane ride tomorrow.

Memo

To: CMR

From: Todd

Date: 4/15/2011

Re: Top of the Morning (SECOND DRAFT)

UPDATED, APR. 15, 2011

I've incorporated your edits and revised the outline. I've also attached the copy with your hand-written notes.

Topic Outline:

*Success of 2010 Election
*New Majority's constitutional principles
*American Dream (What is the American Dream?)
*Debt Threat
*Budget Deal/FY'12 Budget
*Health Care
*Freedom = Competitiveness
*Energy Independence
*Call to preserve the Dream

Top of the Morning Schedule:

Tues, Apr. 19 Walla Walla

Thurs, Apr. 21 Spokane

Tues, Apr. 26 Colville

Top of the Morning Speech
April 2011
(Second Draft)

Good morning!

Thank you so much for joining me today!...

And thank you for your commitment to Eastern Washington and America.

As you know, this is a challenging time in American history...but all around us, we see evidence that the American people are rising to that challenge.

Last November, the American people rejected the failed "spend, borrow, and bailout" policies of President Obama and Nancy Pelosi.

Republicans gained 63 House seats.

That's the largest seat gain by EITHER party in over 70 years!

We saw the election of 87 Republican freshmen.

That's more than one-third of the entire Republican Conference.

And most importantly, we fired Nancy Pelosi and replaced her with John Boehner (I)

This was an historic election - one of most important of our lifetime.

And now - with the start of a new Republican Majority in Congress - we have the chance to harness the will of the American people and deliver positive, fundamental change.

In only 100 days, we've already made progress by focusing on transparency, accountability, and returning to our Constitutional principles.

We've adopted institutional reforms, including...

o Requiring a statement of constitutional authority for every bill that is introduced in Congress...

o Requiring that NO bill be voted on without being available online for at least 3 calendar days, and...

o Passing a 5% budget cut for Members of Congress, Committees, and Leadership.

Some people ask: "Why are House Republicans talking so much about the Constitution these days? Is it just symbolism?"

No. It's because we believe they're essential to keeping the American Dream alive for our children and grandchildren.

For generations, the Dream has included...

- The opportunity to study hard,
- remain in school,
- earn an education,
- pursue a career in a chosen field,
- marry,
- live a middle class lifestyle,
- raise children,
- watch one's children strike out on their own and be successful,
- age gracefully, and retire without unmet needs.

I'm humbled to say that I've lived the American Dream.

As many of you know, I grew up on a farm in Eastern Washington...I was the first person in my family to graduate from college...And after graduation, I helped manage my family's small business...In those early years, I could never have imagined that one day I would have the opportunity to serve in Congress.

In this room, there are many other inspiring stories of those of you who have lived the Dream, as well

And yet – like many people in this great country – I am deeply concerned that the American Dream is slipping away.

In the time I finish this speech, the national debt will grow by $30 million.

For the entire year, we will borrow $1.6 trillion – an all-time record.

The entire national debt stands at $14 trillion – or about $45,000 per person.

And under President Obama's budget plan, that debt burden will double to $90,000 per person in 10 years.

As a critical first step to restoring fiscal sanity, last week, I voted for a budget that cuts $40 billion in spending for the rest of the fiscal year. [Note: For Colville speech on Apr. 26, it would be 2 weeks ago]

These are the largest spending cuts in U.S. history... And they're just a start!

The New Majority is ready to move from cutting billions to cutting trillions!

A few days ago, we passed a budget that cuts spending by $6 trillion over the next 10 years, and puts us on a path to balance the budget and pay off the debt – once and for all (!)

The new Republican Majority has many accomplishments from its first 100 days, but in my opinion, this is the greatest one.

Indeed, our budget is the best single opportunity to avoid a Greek-like debt crisis in the next few years.

As many of you know, Greece is a country that spent and borrowed its way into bankruptcy…And last year, it required a $150 billion bailout from other nations – including the United States – because it could not – and would not – make the tough choices to keep its economy functioning.

Now, the rest of the Europe has created a $1 trillion bailout fund– again, partly paid for by U.S. taxpayers – because Spain, Portugal, and indeed, all of Europe – has the same problem: An addiction to government spending and the crushing burden of government debt.

Of course, America has the same problem - which begs the question: Should the time come, " Who will bailout America?"

We cannot let this problem fester any longer.

If you look back at history, debt has been one of the biggest reasons for the collapse of some of the world's greatest empires - from Rome to Holland, from Pre-War Germany to Post-War Britain, and perhaps most famously, the Soviet Union.

Our budget will avoid that fate by putting the closing chapter on the Administration's failed "spend, borrow, and bailout" policies.

In the past 4 years, government spending has grown 36%...the national debt has grown 63%... and yet we are still experiencing the longest streak of high unemployment since the Great Depression.

There are 28 million Americans who want a full-time job but don't have one...and even those who DO are struggling to cope with rising food and energy prices – caused, in part, by government-induced inflation.

In my opinion, there will not be a true economic recovery until we create a climate where small businesses owners have the confidence to grow and create jobs.

Low taxes are essential to that climate...And that's why we struck a deal with President Obama to extend the current tax rates for 2 years – preventing the largest tax increase in U.S. history.

Fiscal discipline is also essential.

Those who work in the private sector aren't fooled by the government's record spending and borrowing....They know that every dollar the government borrows will need to be paid back (with interest) – either in higher taxes or through inflation.

That's why we passed that historic budget: Because it will help our economy RIGHT. NOW(!)

Another thing that will help is repealing last year's radical health care law.

The day after that law passed, I said: "Never in history did a Congress work so hard to do something so unpopular that would be so damaging to our country."

This law increases premiums for working families...raises taxes on small businesses... cuts Medicare for seniors....increases the national debt...crushes about a million jobs...and jeopardizes the high quality of care we've grown accustomed to.

Dr. Milton Friedman – the late Nobel Prize-winning economist – once said,,, "If you put the federal government in charge of the Sahara Desert, in 5 years there'd be a shortage of sand (!)

While that might be a slight exaggeration (it might take SIX years [!]), it contains enough truth to explain why last year's law remains fiercely unpopular with the American people.

When it comes to health care, we can do better. And we will do better!

In the opening days of the new Congress, I joined every House Republican in passing a bill that REPEALS the entire law.

And if the Senate won't follow our lead, we've taken the next step: DEFUNDING it.

Every single House Republican is committed to reversing this mindless takeover of America's health care system.

After all, that's what the American people want....That's what they deserve (!)...And with your help, we WILL get it done (!)

We're also focusing on recharging America's competitiveness – by unleashing the power of "free minds and free markets."

Since President Obama took office, America has fallen 3 more spots in a yearly ranking of countries by their level of "economic freedom."

We're now 9th (behind Canada!)

Personally, I never thought I'd live to see the day when Canada was considered "freer" than the United States – and that's something we need to change!

Study after study shows that a "freer" country is a "more competitive" country....

...And that's why – by implementing free-market solutions and removing burdensome regulations – we will have a more competitive America...and through a more competitive America, we can remain the world's economic and military leader in the 21st century.

One area where we urgently need free-market solutions is energy.

With gas prices skyrocketing in recent weeks, we need a bold plan for American energy independence.

America is blessed with tremendous energy resources – including the greatest resource of all: The ingenuity of the free American mind

....And we should be using those resources, instead of feeding our addiction to foreign oil.

The Energy & Commerce Committee is holding hearings now on the "America Energy Initiative" and they're planning to pass it in the next few months.

That will be a major breakthrough in generating American jobs for America's energy future.

As you can see, we have a full agenda in Congress to create jobs...put our fiscal house in order...strengthen America's competitiveness... and preserve the American Dream for our children and grandchildren.

President Reagan once said, "Freedom is never more than one generation away from extinction....We didn't pass it to our children in the bloodstream... It must be fought for, protected, and handed on for them to do the same."

Thanks to President Reagan, decades ago, WE did save the American Dream by ending the Cold War.

Today, we face another threat – although today's threat doesn't come from red armies from abroad but from red ink from within.

And yet by showing the same determination that President Reagan showed against the Soviets, we WILL pass down this "great land of liberty" to the next generation.

In this mission to save the Dream, all of you are vitally important.

Our elected leaders are merely a reflection of the culture they come from – and so by changing and leading our culture, you are making a difference in many ways, including in ways you'll never know.

Always remember: Democracy doesn't run on autopilot...It requires the active participation of our best citizens...And that's you...So thank you for being involved and staying involved. And thank you for your support (!)

May God bless you! And may God continue to bless America!

EXHIBIT 50

state party speech

From: **Todd Weiner** [redacted]@hotmail.com)
Sent: Thu 5/19/11 5:36 PM
To: [redacted]@aol.com; Kristina Sabestinas [redacted]@cathyforcongress.com); Riva Litman [redacted]@gmail.com)
1 attachment
05.21.11 exec committee.docx (32.9 KB)

Jeremy: Please see attached for my draft of CMR's speech to the State Party. If it looks OK, please have it delivered to CMR for her review. Thanks.

TW_0218

COE.MCMRODGERS.005356

	Keynote, Executive Committee, State GOP - Speech		
	Peter Graves, Exec. Director		
	Saturday, May 21, 2011 @ 11:50-12:30PM		Red Lion Hotel @ Park Spokane WA
	Todd, Jeremy		

- Per my conversation with Peter Graves, you have been allotted 20-25 mins for remarks followed by 10-15 mins of Q&A. Suggested topics are "what you're working on in Congress," and he specifically mentioned the Ryan budget and HEAT (House Energy Action Team). The audience is 100 people.
- TW Notes: I've used your Lincoln Day and Tea Party remarks as a foundation while adding a section on energy.
- Outline (15-20 mins):
- Intro (2010 election results, Boehner's institutional reforms)
- Constitution &American Dream (Ben Franklin line, "A republic if you can keep it", your life story)
- National debt (Grace's share, FY 2011 budget deal, FY 2012 budget, balanced budget amendment)
- Health care law (Why it's bad, need to repeal and replace it, legal challenge to individual mandate)
- Competitiveness (Heritage report on freedom)
- Energy (rise in prices, need to increase supply & achieve self-sufficiency, "more of everything," HEAT)
- Conclusion (we are keeping busy; this is our second chance)

CMR REMARKS
WSRP EXECUTIVE COMMITTEE
MAY 21, 2011

Good afternoon!! It's great to be here!!

Let me start off by saying "thank you" for your tremendous commitment to the Republican Party and America.

As you know, this is a challenging time in American history...but all around us, we see evidence that our Party and our people are rising to that challenge.

Last November, the American people rejected the Big Government policies of President Obama and Nancy Pelosi.

Our Party gained 63 House seats.

That's the largest seat gain by EITHER party in over 70 years!

We saw the election of 87 Republican freshmen.

That's more than one-third of the entire Republican Conference.

One of those freshmen is Jaime Herrera Beutler (and she's doing a fantastic job!)

And most importantly, we fired Nancy Pelosi and replaced her with John Boehner!

This was an historic election - one of most important of our lifetime.

And now - with a new Republican Majority - we have the chance to harness the will of the American people and deliver positive, fundamental change.

In less than 5 months, House Republicans have already made progress by focusing on transparency, accountability, and returning to our Constitutional principles.

We've adopted institutional reforms, including...

o Requiring a statement of constitutional authority for every bill that is introduced in Congress...

o Requiring that NO bill be voted on without being available online for at least 3 calendar days, and...

o Passing a 5% budget cut for Members of Congress, Committees, and Leadership.

Now, some people ask: "Why are House Republicans talking so much about transparency, accountability, and the Constitution? Is it just symbolism?"

No. It's because we believe they're essential to keeping the American Dream alive for our children and grandchildren.

Let me ask you all a question: Please raise your hand if you think you've had more opportunities and a better quality of life than your parents did? [WAIT FOR SHOW OF HANDS]

Now let me ask you another question: Raise your hand if you think your children and your grandchildren will have MORE opportunities and a better quality of life than you've had? [WAIT FOR SHOW OF HANDS]

Like most of you, I believe the American Dream is in danger.

And I believe the best way to preserve that Dream is to restore our founding document: The Constitution of the United States (!)

The Constitution is the vision of our Founding Fathers who believed that every person has a "right to life, liberty, and the pursuit of happiness"... and that those rights come from our Creator; not from government.

And yet, our Founders understood the temptations of Big Government.

It was Thomas Jefferson who said, "The natural progress of things is for liberty to yield and for government to gain ground."

That's why I often reflect on a story about Ben Franklin.

On the day the Constitutional Convention adjourned, Dr. Franklin was walking through the streets of Philadelphia when a crowd gathered around him.

A woman asked Dr. Franklin: "What kind of government have you given us?

And Dr. Franklin replied: "A Republic, if you can keep it."

Our mission this year - and in the years to come - is to keep this great republic... And by understanding what makes this republic great – the Constitution and all it stands for – we will preserve the Dream for the next generation (!)

I'm humbled to say that I've lived the American Dream.

I grew up on a farm in Eastern Washington...
I was the first person in my family to graduate from college...
And after graduation, I helped manage my family's small business...

In those early years, I could never have imagined that one day I would have the opportunity to serve in Congress.

And now that I AM in Congress, I see my number one job as preserving that Dream.

As many of you know, I recently gave birth to my 2nd child (Grace Blossom Rodgers)....

And Grace – like every child in America - was born owing $45,000 as her share of the national debt.

....And under President Obama's budget, her debt burden will double to $90,000 over the next 10 YEARS.

Is that fair to Grace?!
Is that fair to YOUR kids and grandkids??!! [wait for "No!!"]

The Administration's "spend, borrow, and bailout" policies have clearly failed.

Since President Obama took office, the federal government has borrowed a record $3.5 trillion...and yet, we are still experiencing the longest streak of high unemployment since the Great Depression.

In my opinion, there will not be a true economic recovery until we create a climate where small business owners have the confidence to grow and create jobs again.

Fiscal discipline is essential to that climate.

Those who work in the private sector aren't fooled by the government's record spending and borrowing....They know that every dollar the government borrows will need to be paid back (with interest) – either through higher taxes or inflation.

We need to take bold action to reduce the deficit... and we need to do it now.

As a critical first step, last month, Congress passed - and the President signed into law - a budget for the rest of this fiscal year that cuts $40 billion in spending.

These are the largest spending cuts in U.S. history... And they're just a start!

On April 15th, House Republicans passed a budget for Fiscal Year 2012 that will cut spending by $6 trillion over the next 10 years.

While this budget has generated some controversy (ask Newt Gingrich!), I support the plan, and I encourage you to support it, as well.

However, we have to do even MORE.

I believe there is only one sure-fire way to balance the budget – and that's by passing a Balanced Budget Amendment to the Constitution (!)

The need for a Balanced Budget Amendment goes back 200 years.

In 1798, Thomas Jefferson wrote, "I wish it were possible to obtain a single amendment to our Constitution... taking from the Federal Government the power of borrowing."

In his Farewell Address, Ronald Reagan said there were 2 things he wished he had accomplished as President: A Balanced Budget Amendment and a Line Item Veto.

In 1997, the U.S. House did pass a Balanced Budget Amendment, but it fell one vote short in the Senate (one of the Senators who voted for it?: Joe Biden!)

In 2004 – during my first campaign for Congress – I called for a Balanced Budget Amendment; and today, I'm more convinced than ever that we need one.

However, it's important to remember: The reason we have a budget deficit isn't because Washington taxes too little; it's because Washington spends too much.

That's why I also support a constitutional amendment to prohibit federal spending from rising above 20% of the economy (it's about 27% today).

Will cutting spending be easy? No. Is it necessary? Yes.

The alternative– a ratchet effect of MORE spending, MORE borrowing, and MORE government control of our lives – would be the end of the American Dream as we know it.

That's why the House Republican budget will help our economy RIGHT. NOW.

Another thing that will help is repealing last year's radical health care law.

The day that bill passed, I said: "Never in history did a Congress work so hard to do something so unpopular that would be so damaging to our country."

That bill increases premiums for working families...raises taxes on small businesses... cuts Medicare for seniors....increases the national debt...crushes about a million jobs...and jeopardizes the high quality of care we've grown used to.

Milton Friedman – the Nobel Prize-winning economist – once said,,, "If you put the federal government in charge of the Sahara Desert, in 5 years there'd be a shortage of sand (!)

While that might be a slight exaggeration (it might take SIX years [!]), it contains enough truth to explain why last year's bill remains fiercely unpopular with the American people.

In the opening days of the new Congress, I joined every House Republican in passing a bill that REPEALS the entire law.

And when the Senate refused to follow our lead, we took the next step: DEFUNDING it.

The budget we passed for Fiscal Year 2012 doesn't include a SINGLE DIME for last year's health care law...

We are negotiating with the Senate as we speak.

In the meantime, we're staying busy.

Right now, we are using the courts to restore our health care rights.

As you know, last year's health care law required every American to purchase health insurance by 2014 or face annual penalties of roughly $325.

This is a clear violation of the U.S. Constitution -- specifically, the Commerce Clause and the Tenth Amendment.

And that's why 28 states are challenging the constitutionality of the mandate in court.

One of those states is Washington...And I applaud Attorney General McKenna for HIS leadership on this issue.

2 federal judges have already struck down the mandate.

And the most recent judge -- Judge Vinson of Florida -- declared that the entire bill is unconstitutional, as well.

I was proud to sign onto the amicus briefs in support of these challenges....

...And it's very likely they will continue all the way to the Supreme Court.

We will take the fight there – if that's what it takes.

After all, every American has the constitutional right to decide what health care is best for him and his family (!)

Now, I should mention that while I believe these are important steps to improving America's health care system, we can't just play defense.

We can't just repeal the bad parts of last year's health care law.

We need to REPACE the law with common-sense, market-based solutions.

We should allow businesses to pool together to purchase insurance...permit insurance to be sold across state lines...and limit junk lawsuits.

We should also promote healthier lifestyles...deploy new health technologies...and expand access to care in rural areas.

After all, that's what the American people want...that's what they deserve (!)...

...And with your help, we WILL get it done (!)

Because of last year's health care law – and many other laws – since President Obama took office, America has fallen 3 spots in a non-partisan ranking of countries by their level of "economic freedom."

We've gone from being the 6th-most free country in the world to the 9th-most free country – behind (among others), Canada!

Personally, I never thought I'd live to see the day when Canada was considered "freer" than America – and that's something we need to change!

To renew America, we need to unleash the power of "free minds and free markets"...and that's especially true when it comes to America's energy policy.

Since President Obama took office, the price of a gallon of gas has doubled...and many experts believe the price will hit will an all-time record this summer.

A lot of people ask, "How can we reduce energy prices?"

In my opinion, it's simple economics: "Supply and demand."

"When demand goes up, you have to increase supply."

Farmers understand it...Businessmen understand it...Even high school students understand it. Apparently, the only folks who don't understand it are politicians.

For years, politicians have artificially restricted the supply of energy.

To take one example: The President has imposed a year-long moratorium on energy production in the Gulf of Mexico....That has cost 12,000 jobs.

What this means, in practice, is that we are outsourcing America's energy industry.

This year, America will spend about $500 billion on foreign oil.

We are essentially borrowing money from China to buy oil from Saudi Arabia.

Does that make sense?

We live in a country with tremendous natural resources.

We should start using resources to revitalize our economy, create jobs, and achieve energy independence.

Congress should pass a bold, comprehensive energy plan, and the basic principle of that plan should be "more of everything."

We need more oil.

We need more natural gas.

We need more nuclear energy.

We also need more renewable energy – such as solar, wind, hydro, and biomass.

Last week, Congress took a long stride forward by passing legislation to reverse the President's moratorium on Gulf energy production....But we need to do more!

The House Republican Whip, Kevin McCarthy, recently put together a group called "HEAT" (the "House Energy Action Team").

I'm proud to be part of HEAT because it will help lead the charge for America's energy future.

That future is bright because America does have the resources to achieve energy independence...And now – finally (!) – it has the political leadership to use them!

As you can see, we are been keeping busy in Congress...And these are just the first steps of our agenda to create jobs...put our fiscal house in order...and preserve the American Dream for our children and grandchildren.

President Reagan once said..."Every dollar the Federal Government does not take from us...every decision it does not make for us...will make our economy stronger, our lives more abundant, and our future more free."

That's my philosophy...

And that's the philosophy of House Republicans in the 112th Congress.

We are committed to standing on principle and getting results. For you.

As a Party, this is our second chance to make things right....We know that...And we are determined to make you proud.

Thanks for inviting me to speak today...And thanks for all you do to keep America strong and good and close to God's heart.

May God bless you...and may God continue to bless America!

EXHIBIT 51

Lincoln Day Speech

From: **Todd Winer** ([redacted]@hotmail.com)
Sent: Fri 2/24/12 5:56 PM
To: [redacted]@hotmail.com
1 attachment
02.12 Lincoln Day Speech V1.doc (49.5 KB)

Hi Louise. Per our phone conversation, here is my draft of the Congresswoman's Lincoln Day speech (which I haven't shown to her yet). To the extent that Mike wants to use parts of it to explain what CMR's working on, her goals for this year, and her vision for America, I think he should feel comfortable using it. Feel better! -Todd

EXHIBIT 52

Gmail by Google District Trip (April 2012)

second draft of top of the morning speech

Todd Winer [redacted]@hotmail.com> Thu, Mar 29, 2012 at 11:08 AM
To: [redacted]@lelandslaw.com, [redacted]@gmail.com, Riva Litman <[redacted]@gmail.com>

CMR will have a copy for her flight today. For your records. Thanks.

04.12 Top of the Morning Speech V2.doc
51K

Dawn Sugasa <[redacted]@gmail.com> Thu, Mar 29, 2012 at 4:48 PM
To: Todd Winer [redacted]@hotmail.com>, jeremy deutsch <[redacted]@aol.com>, Riva Litman <[redacted]@gmail.com>

Hi Todd -

Just following up on our conversation on Monday too with the Congresswoman...are you guys thinking that we'll have a list of accomplishments that we'll want to hand out? If yes, it would be helpful to have those by Sunday so I can print them before I head to Colville on Monday.

And if we're not going to have them at the tables, is it possible for me to get a copy of them so I can hand it out to the people that are a part of the programs. They obviously know why they support her but given that she wants folks to speak to why this year, it would be good if we gave them some specifics to help.

Let me know what you guys are thinking.
Thanks!
Dawn

From: Todd Winer [redacted]@hotmail.com>
Date: Thu, 29 Mar 2012 11:08:48 -0400
To: [redacted]@lelandslaw.com>, Dawn Sugasa <[redacted]@gmail.com>, Riva Litman <[redacted]@gmail.com>
Subject: second draft of top of the morning speech

CMR will have a copy for her flight today. For your records. Thanks.

Todd Winer <[redacted]@hotmail.com> Thu, Mar 29, 2012 at 6:05 PM
To: [redacted]@gmail.com, [redacted]@aol.com, Riva Litman <[redacted]@gmail.com>

Yes. Thanks for reminding me on that. I'll have something for you tomorrow.

Date: Thu, 29 Mar 2012 13:48:53 -0700
Subject: Re: second draft of top of the morning speech
From: [redacted]@gmail.com
To: [redacted]@hotmail.com; [redacted]@aol.com; [redacted]@gmail.com
[Quoted text hidden]

CMRHEC-000898

COE.MCMRODGERS.000906

EXHIBIT 53

Gmail Shaughnessy Murphy [redacted]@gmail.com>

boehner speech & walla walla economy speech for next week

3 messages

Todd Winer [redacted]@hotmail.com> Fri, May 18, 2012 at 2:20 PM
To: [redacted]@aol.com, Riva Litman [redacted]@gmail.com>, [redacted]@mail.house.gov, [redacted]@mail.house.gov, [redacted]@mail.house.gov, Shaughnessy Murphy [redacted]@gmail.com>, [redacted]@gmail.com, [redacted]@mail.house.gov

For your records. CMR has copies of both. Thanks. -TW

2 attachments

05-23-12 boehner visit.doc
34K

05.22.12 address economic council.doc
49K

Dawn Sugasa [redacted]@gmail.com> Fri, May 18, 2012 at 2:27 PM
To: Todd Winer [redacted]@hotmail.com>, [redacted]@aol.com, Riva Litman [redacted]@gmail.com>, [redacted]@mail.house.gov, [redacted]@mail.house.gov, [redacted]@mail.house.gov, Shaughnessy Murphy [redacted]@gmail.com>, [redacted]@mail.house.gov

Thanks, Todd. So you have background on the event, the Congresswoman will be introducing the Speaker during lunch and they have given her 5 minutes to do so. It will likely be a pretty intimate group of donors (25 -- 35 people) seated around one table and she will introduce the Speaker while seated. Just wanted to let you know that it will be a more casual setting in case you think that should effect the remarks. Whatever you and Jeremy think is best.

Thanks again!
Dawn

From: Todd Winer [redacted]@hotmail.com>
Date: Friday, May 18, 2012 11:20 AM
To: [redacted]@aol.com>, Riva Litman [redacted]@gmail.com>, [redacted]@mail.house.gov>, [redacted]@mail.house.gov>, [redacted]@mail.house.gov>, Shaughnessy Murphy [redacted]@gmail.com>, Dawn Sugasa [redacted]@gmail.com>, [redacted]@mail.house.gov>
Subject: boehner speech & walla walla economy speech for next week

For your records. CMR has copies of both. Thanks. -TW

Todd Winer [redacted]@hotmail.com> Fri, May 18, 2012 at 6:18 PM
To: [redacted]@gmail.com, [redacted]@aol.com, Riva Litman [redacted]@gmail.com>, [redacted]@mail.house.gov, [redacted]@mail.house.gov, [redacted]@mail.house.gov, Shaughnessy Murphy [redacted]@gmail.com>, [redacted]@mail.house.gov

EXHIBIT 54

RE: viewpac remarks

From: **Todd Winer** ([redacted]@hotmail.com)
Sent: Tue 7/31/12 3:07 PM
To: [redacted]@aol.com; [redacted]@mail.house.gov

sure. done

To: [redacted]@hotmail.com; [redacted]@mail.house.gov
Subject: Re: viewpac remarks
From: [redacted]@aol.com
Date: Tue, 31 Jul 2012 15:04:37 -0400

looks good. Can you print and hand to amy or put in her chair she is going to the airport at 3:20 to get cmr.
thanks
jdd
-----Original Message-----
From: Todd Winer <[redacted]@hotmail.com>
To: jdgop <[redacted]@aol.com>
Sent: Tue, Jul 31, 2012 1:10 pm
Subject: viewpac remarks

jeremy - let me know what you think. thanks.

CMR Remarks / VIEWPAC/ July 31, 2012

Good evening everyone! Thank you so much for being here tonight.

I'm so proud of the work VIEWPAC is doing to elect Republican women, and I appreciate all the work you're doing to support VIEWPAC.

Let me just make a few quick points:

1) While it didn't get a lot of play in the DC media, Republicans WON the women's vote in 2010.

In fact, it was the women of America who fired the first woman Speaker of the House: Nancy Pelosi (!)

2) We have a dynamic group of 24 Republican women in the House – including a record 9 freshmen:

3) We have a lot to look forward to in this election...

Whether it's dynamic Republican women running for the House and Senate...

Or it's our Presidential nominee, Mitt Romney, who understands what women are REALLY focused on -- and that's jobs and the economy...

Or the fact that women all across America are responding to the Republican message of freedom and opportunity, we are set for a great Election Day...

And that's because of all of you!

So thank you again for all you do! And keep up the great work!

EXHIBIT 55

CONFIDENTIAL

From: Todd Winer <[redacted]@hotmail.com>
To: brett <[redacted]@odacommunications.com>; jdgop <[redacted]@aol.com>
Subject: convention speech - first draft
Date: Mon, Aug 13, 2012 4:21 pm

Hi Brett and Jeremy. Please see my first draft below...

COMMUNICATIONS READ-AHEAD

To: CMR/Jeremy/Brett

From: Todd

Date: August 13, 2012

Re: **Convention Speech (FIRST Draft)**

Notes:

Per Monday's conference call, I think Brett put it well when he said that what makes you a powerful speaker is your ability to "endorse Mitt Romney from the perspective of a woman."

In addition, given that the theme of Monday night is "we can do better," I would add that your ability to "reject Obama's policies from the perspective of a woman" also has major power.

One challenge is writing a speech that will also speak to the men in the audience (considering they will be the majority of the audience at the convention and at home). If they tune you out, and don't participate in

JDOCE-0041

CONFIDENTIAL

the applause lines, that could facilitate a perception that your speech failed to resonate with the whole crowd – even if it does well with women.

One way to energize women AND men is to discuss the women's stuff within the context of Obama's entire campaign strategy to "divide and distract Americans" – not just by gender, but also by race, age, class, etc. The theme that we need to elect a President who unites Americans and sees us as "100% American" could be very powerful.

The draft below is 781 words. Given that you usually speak at about 150 words per minute, I think we could be very close to the 7-minute threshold, even with a slower pace and applause lines.

CONFIDENTIAL

CMR Convention Speech

Aug. 27, 2012

(First Draft) (781 words)

Thank you!! Thank you so much!!

Is everybody here ready to win??

How many of you think this is one of the most important elections of our lifetime???

And how many of you think Mitt Romney is the "right man at the right time" to lead America??

It was Ronald Reagan who once said, "America is great because America is good."

And in my life, I've seen the goodness and greatness of America,,, because I've lived the American Dream.

I grew up on a farm in the Northwest…

I was the first in my family to go to college.

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I worked my way through college at places like McDonald's...

And after graduating, I worked at my family's small business.

Eight years ago, I was humbled when the people of Eastern Washington elected me to Congress...

And while today, most call me "Congresswoman," my greatest titles are "wife" and "mother."

I support Mitt Romney because – like moms all across America - I am deeply concerned about the future of the American Dream.

Under Barack Obama, we have suffered through the worst economy since the Great Depression,,, even while adding 5 trillion dollars to the national debt.

Today, our debt is larger than our entire economy, and it's expected to double in the next 10 years.

What does that in personal terms?

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Well, I have 2 young children: Cole and Grace.

Grace, the youngest, was born 2 years ago...

...And she was born owing 50 thousand dollars as her personal share of the national debt.

And if trends continue, she'll owe 100 thousand by the time she graduates from high school.

America can do better...

...And our children *deserve* better.

Mitt Romney understands what's at stake in this election.

So does Paul Ryan.

Barack Obama?? Not so much.

Just listen to his campaign speeches.

He has nothing to say.

He certainly can't talk about his record.

And his only plan for the future is "more of the same."

He doesn't want to talk about the LAST 4 years...and he doesn't want to talk about the NEXT 4 years...

So what's his plan to win?

"Distract and Divide."

Just take a look at the "War on Women."

For the past 6 months, the Democrats have accused Republicans of waging a "War on Women."

And I'm here to tell you – as a Republican, and as woman – that this "war" is a myth.

All across America, women are responding to the Republican message of freedom, opportunity, and responsibility.

And the Democrats don't like it.

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They also know that Republicans won the women's vote in 2010 (!)

It was the women of America who threw out the first woman speaker of the House: Nancy Pelosi!!

The Democrats know they can't win this year unless they win the women's vote.

And so they're trying scare women by accusing Republicans of being "anti-woman."

But it's not working because our Party is focused on the *real* issues women care about:

Jobs.

The economy.

Health care.

The national debt.

What is Barack Obama focused on?

Political survival.

And so we see a campaign very different from the one he waged 4 years ago.

4 years ago, his theme was "hope and change."

Today, it's "divide and conquer."

He's trying to divide Americans by gender.

You see that with the "War on Women."

He's trying to divide Americans by class.

You see that with the "Buffett Rule."

He's trying to divide Americans by race.

You see that with the "DREAM Act."

CONFIDENTIAL

He's trying to divide Americans by values.

You see that with gay marriage.

And yet what has Obama's strategy achieved?

Nothing.

His campaign strategy is even worse than his record.

And that's because the American people see right through it.

We don't want a President who divides us by race...and gender...age and class.

We don't want a President who tries to divide us by men and women,,, black and white,,, young and old,,,

We don't want a President who tries to divide us between the 1% and the 99%

Because we are all 100% American!

Mitt Romney sees us as 100% American.

And under his leadership, we -- as a country -- will be 100% American,,, again!

For the sake of America's future, let's unite to defeat Barack Obama and make Mitt Romney our next President.

Let's work for the next 71 days so that one day our children -- many years from now -- will say about 2012,

..."That was the year America took action...

...That was the year the American Renaissance began...

...And that was the year the American Dream was passed down safely to the next generation."

Thank you all so much.

May God bless you...

...And may God *continue* to bless America.

EXHIBIT 56

RE: McKenna Event

From: **Todd Winer** ([redacted]@hotmail.com)
Sent: Wed 10/31/12 12:47 PM
To: Shaughnessy Murphy ([redacted]@gmail.com)
Cc: Riva Litman ([redacted]@gmail.com)

yes. will start them

Date: Wed, 31 Oct 2012 12:45:06 -0400
Subject: Re: McKenna Event
From: [redacted]@gmail.com
To: [redacted]@hotmail.com
CC: [redacted]@gmail.com

Still haven't got the official word, they are behind the curve with the changes. But, it looks like CMR will be asked to speak for a few minutes and introduce McKenna tomorrow at the fundraiser.

Will you be able to whip up some remarks by COB today? We could send them out to JDD to print off for CMR.

On Wed, Oct 31, 2012 at 10:46 AM, Todd Winer <[redacted]@hotmail.com> wrote:

ok, thanks. keep me posted.

Date: Wed, 31 Oct 2012 10:31:47 -0400
Subject: McKenna Event
From: [redacted]@gmail.com
To: [redacted]@hotmail.com; [redacted]@gmail.com

Hey guys,

As a heads up, I am still trying to get the exact details on CMR's role for the McKenna fundraiser tomorrow. Because of Sandy, Gov. Christie had to cancel, and CMR may now need to give a speech/remarks. I will let you know as soon as I get confirmation on what our role is.

-Shaughnessy

EXHIBIT 57

McKenna remarks for tomorrow

From: **Todd Winer** ([redacted]@hotmail.com)
Sent: Wed 10/31/12 3:53 PM
To: [redacted]@aol.com; [redacted]@gmail.com
Cc: Riva Litman ([redacted]@gmail.com); Shaughnessy Murphy ([redacted]@gmail.com)
1 attachment
11-01-12 rob.doc (33.5 KB)

to be printed off for CMR's review...thanks.

TW_0063

COE.MCMRODGERS.005201

SPEECH READ-AHEAD

To: CMR

Fr: Todd

Date: Wednesday, November 1, 2012

Re: Speech for McKenna Fundraiser

Notes:

- You are introducing McKenna
- 5-10 mins
- Bill Hyslop will introduce you.

November 1 - Line by Line:

11:00 am Registration opens

11:30 am Private Reception begins

11:48 am Bill Hyslop introduces Rob at the Private Reception

11:50 am Rob McKenna makes remarks

11:55 am Private Reception attendees proceed to lunch

12:00 pm Lunch begins

12:10 pm Bill Hyslop asks guests to take their seats

12:15 pm Bill Hyslop welcomes guests and introduces Mary Ann Frandsen to lead the invocation

12:18 pm Bill Hyslop introduces Charlotte Shindler to lead the pledge

12:20 pm Bill Hyslop introduces Congresswoman Cathy McMorris Rodgers

12:25 pm Congresswoman McMorris Rodgers gives remarks and introduces Rob McKenna

12:35 pm Rob McKenna gives remarks

12:45 pm Rob concludes his remarks and Max Kuney comes to stage to deliver 'pitch'

12:50pm Max Kuney thanks attendees for coming and event concludes

CMR Remarks
McKenna Fundraiser
Nov. 1, 2012

Thank you, Bill, for that kind introduction.

Good afternoon everyone (!) and thank you for being here (!)

We're now just 5 days away from one of the most important elections of our lifetime, and so, I have to ask you a very important question... "Are you all ready to win??!!" [wait for applause]

We have a lot of important races in Washington State this year...

...We have the Presidential race, obviously, with our next President, Mitt Romney!!!

...We have a US Senate race with someone we know very well here in Spokane - Michael Baumgartner (!)

...We have 10 (!) US House races, and we're in good position to pick up a seat, maybe even two...

...And of course, we have the Governor's race – a close race since Day One, but a race I believe we're going to win because we have a great candidate who has the experience, the character, and the leadership to turn our state around and put it back on track.

We live in the greatest state in America,,, but there's no question we can do better,,, a lot better...And for that, we need leadership...we need a leader who's willing to stand up to the status quo and get things done...we need,,, Rob McKenna!!! [wait for applause]

Rob is the "right man at the right time" because he's already a statewide leader,,, serving as Attorney General for the past 8 years,,, doing that job brilliantly while also seeing first-hand the problems with the current Administration and with the current Legislature,,, and developing a plan for how the next Governor can change it.

After 28 straight years of Democratic governors shuffling the same bureaucrats around, Rob will open the doors of state government and bring transparency and accountability where it belongs.

....He will reform state government so it's leaner, more efficient, and less expensive...

...He will make Washington an attractive place to do business and create jobs...

...And he will improve our schools so our children get the education they deserve.

Rob is a leader...He is just the right person to promote change, deliver results, and restore respect for the taxpayers.

I'm proud to support Rob because I believe in his positive vision for our state, and I want to be a part of it.

Rob will be an amazing Governor – one we can all be proud of – but whether that happens depends on us – it depends on every person in this room,,, and the type of commitment we're going to bring over the next 5 days, starting right here, right NOW.

We need to give big,,, and we need to finish strong.

If we give Rob 5 great days, he will give us 4 great years.

That's a pretty great trade-off...

...And a pretty great motivator.

But if you're looking for more motivation – and a sneak peak at what the next 4 years will look like - maybe you should hear from the man himself...

Ladies and gentlemen...friends... it gives me great pleasure to introduce our next Governor... my friend... Rob McKenna (!!)

EXHIBIT 58

From: "George Poulios"
Date: Tuesday, February 12, 2013 at 2:57:26 PM Pacific Standard Time
To: "Stan Shore" , "Stan Shore" , "Brett ODonnell"
Cc: [redacted]@aol.com,[redacted]@gmail.com, "Riva Litman"
Subject: **CMR - Dorchester speech specs for Oregon**

Stan and Brett,

Please find below the specs for the Dorchester political speech in Oregon. You have a speech drafting session with CMR on Friday, February 15th at 3:00 p.m. in her office - 202A Cannon.

Jeremy, please reference the note below from Brian MacDonald. And it looks like they want to do a Q&A.

Thanks guys.

George

---------- Forwarded message ----------
From: **Dawn Sugasa** <[redacted]@gmail.com>
Date: Tue, Feb 12, 2013 at 5:36 PM
Subject: Dorschester speech
To: George Poulios <[redacted]@gmail.com>

Hi George -

- The remarks should be 20-25 minutes.
- Walden is introducing her.
- They'd love if she'd do Q&A with her so it can be interactive.
- Here's the website for background on the event: (www.dorchester.org)
- It attracts hard right and moderate participants and is largest gathering of Republicans in OR.
- It was also the model for Roanoke, which CMR and David brought to WA after modeling after Dorchester.
- Here's a suggestion from Brian MacDonald: "It's meant to be a big thinking, Northwest can-do style format. CMR's stump political speech about what we need to do and how she's part of leading that effort and our teamwork-style innovative approach would be good."

Let me know if you need anything else.
Thanks!
Dawn

[redacted]

BF.CMR.HEC.030916.Q3.000010

Event Summary for Event # 209125

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice
Date: 2/15/2013
Time: 12:30 PM (ET) - 1:30 PM (ET)
Status: APPROVED
Summary: Meeting w/ Brett & Stan
Notes: STAFF George JDD TOPIC Speech Prep
Short Description:

Private: N
Major: N

Additional Information:

Office Location: DC
Address: 202A CHOB
Topic:
Created: 2/12/2013 by Rashelle S. Conley
Last Changed: 4/08/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

From: "Joel Graves"
Date: Thursday, February 28, 2013 at 1:29:18 PM Pacific Standard Time
To: "Stan Shore"
Cc: "Nate Hodson" , "Jeremy Deutsch"
Subject: **Re: planning meeting**

Here are tomorrow's meetings of note:

11:15-12:00 Communications goals with Nate, Jeremy, Stan
2:30-3:30 Dorchester speech meeting w/ CMR, Jeremy, Stan, Nate, Brett

The Website Redesign Meeting is currently scheduled from 3:30-4:30 but may be pushed back, per Nate.

On Thu, Feb 28, 2013 at 10:08 AM, Stan Shore <[redacted]@politicalservices.org> wrote:

> Nate, Jeremy:
>
> I was hoping there would be time for a half-hour or 46 min meeting to talk about Communications goals sometime on Friday morning? 10 AM?
>
> You, me, Nate, ... Tim if you want.
>
> Stan Shore
> POLIS POLITICAL SERVICES
> PO Box 11794
> Olympia, WA 98508
> 360-888-4772
>
> [redacted]@politicalservices.org

--
Joel Graves
[redacted]

From: "Conley, Rashelle"
Date: Friday, March 1, 2013 at 6:36:16 AM Pacific Standard Time
To: "McMorris Rodgers, Cathy"
Cc: "Brian Rodgers" , "Poulios, George" , "Deutsch, Jeremy" , "Murphy, Shaughnessy" , "Betz, Kimberly" , "Summar, Karen" , "Steele, Melanie" , "Mike Poulson" , "Leland, Richard" , [redacted]@politicalservices.org
Subject: **Morning Line Up Friday 3/1/13**

Good Morning Congresswoman!

Below please find the morning line up for today:

10:30 AM	KXLY Radio Phone Interview (Call-in 1-800-920-9244)
10:40 AM	Riva & Pam to P/U from CMR Home
11:15 AM	Bloomberg News (1399 NY Ave, NW.)
11:45 AM	Record Weekly GOP Address and National Multiple Sclerosis Society Video (Hideaway)
12:30 PM	Meet w/ George & Melanie to discuss EIS (202A CHOB)
1:30 PM	Meet w/ Chief Tidwell (202A CHOB)
2:00 PM	TV Interview with Juan Carlos (CNN-Español) (Cannon Rotunda)
2:30 PM	Meeting to Discuss Dorchester Speech (202A CHOB)
4:30 PM	HOLD NRCC Lincoln Day Video Recording (NRCC)

Please let me know if you have any questions.

Thanks,

Rashelle Conley
Executive Assistant/Financial Administrator
Congresswoman Cathy McMorris Rodgers (WA-05)
203 Cannon House Office Building · Washington, DC 20515

E | [redacted]@mail.house.gov
O | 202.225.2006
C | 202.812.0444
W | www.mcmorrisrodgers.house.gov

[redacted]

EXHIBIT 59

From: "Conley, Rashelle"
Date: Monday, March 11, 2013 at 1:06:22 PM Pacific Daylight Time
To: "Litman, Riva" , "Hodson, Nate" , "Brett ODonnell" , [redacted]@politicalservices.org
Cc:
Subject: **Speech Prep this week**

These are the times we were able to fit in Speech Prep w/ CMR:

Tuesday 3/12: 5:00 PM (Hideaway)

Wednesday 3/13: 3:30 Pm (202A CHOB)

Thursday 3/14: 2:15 PM (Hideaway)

Friday 3/15: 4:00 Pm (202A CHOB)

Please let me know if you have any questions.

Rashelle Conley
Executive Assistant/Financial Administrator
Congresswoman Cathy McMorris Rodgers (WA-05)
203 Cannon House Office Building · Washington, DC 20515

E | [redacted]@mail.house.gov
O | 202.225.2006
C | [redacted]
W | www.mcmorrisrodgers.house.gov



EXHIBIT 60

BF.CMR.HEC.030916.Q3.000159

Hodson, Nate

From:	Litman, Riva
Sent:	Thursday, March 7, 2013 11:44 AM
To:	Hodson, Nate; [redacted]@odacommunications.com
Cc:	Stan Shore; Deutsch, Jeremy; Poulios, George; Conley, Rashelle
Subject:	Final Dorchester Speech
Attachments:	3-7-13 Dorchester Speech FINAL.pdf

Hi all,

The final draft of CMR's Dorchester speech is attached. I will make sure Rashelle has a hard copy to give to CMR for the airplane.

Thank you all for your help!
Riva

Thank you for that wonderful introduction.

It's great to be back here in the Beaver State! It holds a very special place in my heart because it's where I was born, it's where my parents were born, and my mom is still a huge Beavers fan!

Now -- in honor of my *original(!)* home state, I'd like to start with a story.

It's a story about opportunity, about freedom, and about **an** America **deeply rooted in both**. [PAUSE]

It's a story that began in Polk County, Oregon in the mid-1850s -- when XXXX (NAME) braved the ice and snow as she trekked all the way across the country in a covered-wagon train.

She was a single woman with **2-year old twin boys** and she came West because she wanted a **better and brighter future for her family.**

XXXX (NAME) settled in Rickreall -- not far from here -- and began her life out West -- at the same time a young man from Springfield, Illinois, Abraham Lincoln, was nominated to be America's first Republican President.

I am proud to say that I am a descendant of that remarkable woman. She was a pioneer, a trailblazer, a woman eager to expand westward to seek **new and better opportunities** for those who came after her.

And it was ***those same values*** she had that led me to become a Republican today.

While this is *my* family's story, this too is *America's* story. [PAUSE] A story of freedom, of opportunity, and of ***new beginnings.***

BF.CMR.HEC.030916.Q3.000162

Today, we come together at a challenging time for our party – but it is also a great time of opportunity and renewal for the Republican Party. [PAUSE]

It is time for a ***new beginning.***

Election Night was a difficult one for Republicans. We clearly have the plan, the skills and the dedication to grow the economy, but we failed to convince the voters.

Our defeat has been a wake-up call to everyone in the Party – we have heard new ideas from every corner of America – suggestions on **ways to innovate and expand; ways to build a 21st Century Republican Party.**

COE.MCMRODGERS.057199

Today I want to talk about the future of the Republican Party. **We do not need to *moderate* the party but we do need to *modernize it*** – to expand it to fit today's way of life using today's technology.

From the time of our party's founding 158 years ago, the bedrock of our party has been this belief in individual liberty, that our individual rights were given to us by our Creator – from **Abraham Lincoln's** emancipation of the slaves – to **Susan B. Anthony's** campaign for women's suffrage – and **Ronald Reagan's** fight for political freedom in Eastern Europe and a higher quality of life here at home.

Solid conservative principles have always been successfully applied to the challenges of the times, **and we must do so again today.**

For too long, we have been talking like bookkeepers instead of like leaders. We have been looking down at the balance sheet instead of up to the future.

So today I want to suggest a cure for this ailment. We need to expand our audience and show that conservative principles offer the best opportunity for everyone – men AND women; young people starting out AND those about to retire; for people of every race, in every region of the country.

In 2012, the Democrats drummed up a phony Republican "War on Women."

Of course our party has never fought a War on Women – that was just the Democrats' politics of division.

But there was a very real "War **for** Women's Votes" ... and we lost that war ... by a mile.

Eighteen percent **more** women voted for Obama than for Romney.

It doesn't have to be that way.

Let's not forget: in 2010, we won the women's vote! **It was women who fired the first woman Speaker of the House, Nancy Pelosi!** There's no reason we can't win the women's vote again in 2014, in 2016 and in the years ahead.

Women comprise **54 percent of the voters** ... ten million more women than men vote in presidential elections.

The situation was made worse in 2012 when some Republican men just did not know when to keep their mouths shut.

But just stopping men from saying stupid things will not solve all of our problems.

In 1872, Susan B. Anthony said: "I shall work for the Republican Party and call on all women to join me, precisely for what that party has done and promises to do for women, nothing more, nothing less." [PAUSE]

In 2010 and 2012, I visited every battleground state, recruiting and supporting conservative women candidates.

Former British Prime Minister Margaret Thatcher famously said, "*If you want something said*, ask a man ... if you want something done, ask a woman."

When I met with these wonderful, accomplished, smart women – women like our new Indiana House members Susan Brooks and Jackie Walorski, Senator Deb Fischer of Nebraska, Missouri's Ann Wagner and Mia Love -- I heard different questions than I hear when I talk to men.

The number-one challenge women ask about is *time*: how will I have the time to serve my community, advance my career, take care of my children AND serve in Congress?

As the mother of two young children, I tell them that it can be done. You know, I was SINGLE when I came to Congress. It wasn't until I was 37 that I met and married Mr. Wonderful, Brian Rodgers. **And the greatest joy in my life has been becoming a wife and mother.**

Serving in Congress is not that different from the situation faced by millions of other working moms.

It's not easy -- there are long hours and numerous demands, but I am fortunate to have the flexibility to take the kids to the doctor, go to my son's parent-teacher conferences and take my 2-year old daughter Grace to her dance lessons.

Of course, the most important element is having an incredible husband, and I've been blessed with that. Our campaign committee hasn't figured out a way to clone wonderful husbands – *yet* -- but I told Greg Walden to work on it.

Our recruiting efforts paid off. In 2010, **a *record number* of Republican women** - 127 - ran for Congress and a record number were elected – bringing nine new members to the Conference.

We know that people respond to both the message ***and the messenger.*** But we will not fully succeed until we think beyond ***delivering*** the message – it's also about ***developing*** the message. [PAUSE]

Women have a concern for family and community – a social awareness – that is just different than men's.

[SLOWLY] **We need to speak from the heart as well as the head.** [PAUSE]

This doesn't mean that we should be less conservative. We already have one liberal party in America and we don't need a second one.

In our own lives, we know that family – our children's safety and health – caring for our parents – living within our means - ***these*** are our most heartfelt concerns.

When the conservative message goes beyond numbers and starts to answer these questions, **we will be speaking to 100 percent of the population.**

We would talk to parents about how school choice can give their child the same opportunities that only wealthier children have today. We should talk about hiring and promoting teachers based on their ***talents*, not their *seniority***.

We would speak out to construction workers about **building the Keystone pipeline** to give thousands of people a leg up, so every state could have the same 3 percent unemployment rate as North Dakota.

We would talk to office workers about **repealing outdated overtime regulations** that prevent employers from offering flex-time to employees who want control over their own schedule.

We would **change the tax code** so loopholes for special interests are eliminated. We would increase the child tax credit so there is no longer a marriage tax penalty.

We would **talk to moms in the sandwich generation** – taking care of their elderly parents and their own children – about how we need to fund medical research and repeal taxes on medical devices... so we can cure diseases and the most vulnerable can have a better chance.

We've heard these policy ideas before – but it's time for more of us to speak out on these employment and family issues.

It's time for us to reach men ***and*** women -- to speak with our hearts ***and*** our heads – in order to bring a new Republican vision to America.

As chair of the House Republicans, I've been working with the best people we can find in messaging, branding, and technology to rethink the way Republicans communicate.

We know we have to **go to every corner of the country** and talk to the American people in a way they understand.

That means using Twitter, Facebook, videos, infographics and the Web just as much as we use press releases and policy papers.

To give you just one example, last month we started a Twitter feed in Spanish – called GOP Espanol. And we have a staffer who is working full-time with Hispanic media to make sure our message is on Spanish-language television, radio, and newspapers.

We are working with all 232 House Republicans to help them be the most effective Members of Congress possible – to communicate with their constituents and to get up to speed on technology.

Let's consider **two places in America that have a profound impact on our lives and future** – Washington, DC – the center of government -- and Silicon Valley – which along with the Northwest – is the center of technology innovation.

If you have an iPhone but are still using a 1040 to pay income taxes, you know which region has been more successful as an agent of change – technology keeps moving forward but government stagnates.

So, last spring, my staff and I visited Silicon Valley - Microsoft, Facebook and Apple - and we walked away inspired by their energy and "sky's the limit" approach.

Each company had a different culture: **Microsoft** is established and large, **Apple's** approach was more focused, fewer distractions -- actually black & white walls -- fewer products, but cutting-edge technology.

Facebook seemed to be a company growing so fast. At their new campus, they had intentionally left walls unfinished to suggest that Facebook just doesn't have time to complete construction of office space ...

Compare that to where I work! The Capitol Building was completed ***during the Civil War!***

So we're trying to bring a little Silicon Valley to Washington, DC(!) – and you can learn more about what we're doing at Conference by visiting our website -- gop.gov.

Since the election, there has been a great deal written about how the Democrats used technology better than we did. In get out the vote efforts, identifying voters, the use of Big Data – we were outgunned.

For way too long too many Republicans thought that GOTV meant "GET-ON-TELEVISION."

It's true that we need to do better. And I have been working with Chairman Walden at the campaign committee and others in the House to move our use of technology to cutting edge.

But another thing we learned from Apple and Facebook is that technology alone does not make great products.

Great products begin with people – eager, creative, hardworking people. Great products – **and** great public policy – begin when you search for ways to make life better.

***That* must be our goal as Republicans.**

We cannot allow the Democrats to continue to define us as rich, out-of-touch, old fashioned, and exclusive.

We are the party of conservative reformers that want to push this country forward to a higher quality of life for all.

What kind of Party is going to win elections in the future?

It's going to be a party of the 100 percent – one that includes all of us: women and men, every rung of the economic ladder and every bloodline.

It's going to be a party that speaks with its heart as well as its head, about budgets AND children, about taxes AND seniors.

After my family moved from Oregon, I spent my childhood on a small farm in Eastern Washington, and I was the first one in my family to graduate from college. I worked my way up in the state Legislature and then to Congress by working hard for the things I believe in and by speaking my mind about the things in my heart.

Working hard, getting ahead – that's the American Dream.

It's the same American Dream that my great, great grandmother sought when she came West nearly two centuries ago -- and it's the same American Dream we all seek today.

And I know the best Party to fulfill this dream for all Americans is the Republican Party ... **today, tomorrow, and for the rest of America's days to come.**

Thank you. God bless you and your families.

EXHIBIT 61

BF.CMR.HEC.030916.Q3.000086

Deutsch, Jeremy

From: Litman, Riva
Sent: Tuesday, March 12, 2013 7:02 PM
To: Hodson, Nate; Brett ODonnell; Stan Shore
Cc: Poulios, George; Deutsch, Jeremy; Conley, Rashelle; Lurie, Mike
Subject: UPDATED CPAC Speech (FINAL)
Attachments: CPAC Speech Revised.doc

See UPDATED version attached.

Thanks!
Riva

From: Litman, Riva
Sent: Tuesday, March 12, 2013 6:59 PM
To: Hodson, Nate; 'Brett ODonnell'; Stan Shore
Cc: Poulios, George; Deutsch, Jeremy; Conley, Rashelle; Lurie, Mike
Subject: CPAC SPEECH: FINAL

Hi all:

Attached is the final CPAC speech for your review (and for the teleprompter). I incorporated everyone's changes (including CMR's). Please let me know if you'd like me to make any additional edits before tomorrow's practice.

Thanks!
Riva

EXHIBIT 62

From: "Stan Shore"
Date: Friday, March 15, 2013 at 3:28:00 PM Pacific Daylight Time
To: "Litman, Riva"
Cc: "Jeremy Deutsch"
Subject: **Re: Release**

hey riva. This may not be easy.
Are you writing a release, or just sending excerpts?
how many names are on the list?

On Mar 15, 2013, at 6:06 PM, "Litman, Riva" <[redacted]@mail.house.gov> wrote:

> Hi Stan – Since we can't send the substance of CMR's speech out an official capacity (since it has to do with the election, etc.), can you send out a post-CPAC release after CMR speaks tomorrow? The press list is attached and Nate and I will send you the final excerpts to be included later or tomorrow.
>
> Thank you!!!
> Riva
> <press release email addressesv4.doc>

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org



EXHIBIT 63

From: "Litman, Riva"
Date: Friday, March 15, 2013 at 3:06:13 PM Pacific Daylight Time
To: "Stan Shore"
Cc: "Hodson, Nate"
Subject: **Release**

Hi Stan – Since we can't send the substance of CMR's speech out an official capacity (since it has to do with the election, etc.), can you send out a post-CPAC release after CMR speaks tomorrow? The press list is attached and Nate and I will send you the final excerpts to be included later or tomorrow.

Thank you!!!
Riva

- Attached: press release email addressesv4.doc, 0.321 MB



EXHIBIT 64

From: "Dawn Sugasa"
Date: Wednesday, February 27, 2013 at 7:02:26 AM Pacific Standard Time
To: "Joe Rachinsky"
Cc: "Stan Shore"
Subject: **Re: CPAC To-Dos**

Yes. Stan did the website. I owe him some edits and then we'll send it your way.

Sent from my iPhone

On Feb 27, 2013, at 4:20 AM, "Joe Rachinsky" [redacted]@catalystgroupllc.com> wrote:

> Hey guys – do we want to try to connect on this today? I saw George and Jeremy, didn't get chance to talk to Jeremy, but spoke to George and it sounds like CPAC is sent for March 16th at 4:10 pm.
>
> **From:** Dawn Sugasa [mailto:[redacted]@gmail.com]
> **Sent:** Friday, February 22, 2013 3:55 PM
> **To:** Stan Shore; Joe Rachinsky
> **Subject:** CPAC To-Dos
>
> Hey guys -
>
> Joe and I just had a long chat about things coming up and what we're working on. In the short term, Joe reminded me that we need to get a few things sorted out for CMR's speech at CPAC on 3/15.
>
> Are you guys available for a quick call on Tuesday morning? I can do Monday too if that's better but it's my birthday and I'm trying to spend the day at the spa. Haha.
>
> Here are the items to discuss:
>
> 1. CMR PAC website functional for contributions and capturing emails.
> 2. Web/Facebook ads regarding the speech.
> 3. Email to supporters and campaign list alerting them to the speech.
> 4. Etc
>
> Let me know what times work. We can use the same conference number (which I will send once we schedule).
>
> Thanks!
> Dawn
> [redacted]

From: "Stan Shore"
Date: Wednesday, February 27, 2013 at 2:02:53 PM Pacific Standard Time
To: "Dawn Sugasa"
Cc: [redacted]@catalystgrouplic.com Rachinsky"
Subject: **CMR Visits**

We're working on a speech for CMR for CPAC and there's a section about her recruiting in 2010 and 2012 that goes like this:

When I met with these wonderful, accomplished, smart women – women like Susan Brooks and XXXXXX[1] --- I heard different questions than I hear when I talk to men.

Can you think of other women ... Brett suggests deb fischer, if she met her.

Did she meet Deb Fischer? Would be a good name to drop in here.

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org

From: "Stan Shore"
Date: Sunday, March 3, 2013 at 2:33:30 PM Pacific Standard Time
To: "Dawn Sugasa"
Cc:
Bcc:
Subject: **CMR speech**

So, the speech CMR is going to give is a big deal to me. I want to hear how comfortable she is with the lines before she winds up giving it at CPAC. So please escalate the priority of recording it to top tier.
Also, if you are with her and she has any time to practice the speech, just aloud in the car, even -- please try to get her to practice.

Thanks very much.

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org



EXHIBIT 65

CONFIDENTIAL

Gmail

my section of debate questions

Patrick Bell [redacted]@patbell.com> Mon, Oct 18, 2010 at 4:40 PM
To: Todd Weiner <[redacted]@hotmail.com>, Riva Litman <[redacted]@gmail.com>

18:33
Given that it seems Social Security and other entitlement programs are underfunded, how would you recommend these issues be resolved for those already retired and for those eligible to retire in the next 20 years?
23:18
My question is on health care. It is two parts. The first part goes to you Mr. Rossi: Republicans say they want to repeal health care reform. So what would you repeal health care reform with?
24:58: Senator Murray: How much of the 2600 page legislation did you actually read before voting on the plan, and are you concerned about its costs pushing upwards of $1 trillion dollars.
26:08
Our next question comes from Adam in Moses Lake. As a Senator, what will you do to stop any dam removal on the Columbia and Snake Rivers? This question is important to Eastern Washington as jobs rely on the low-cost hydropower and the shipping lanes they provide.
31:37
Jim Camden (Spokesman Review): last month in Tacoma a Federal Judge ordered the reinstatement of Major Margie Witt, a Spokane nurse, back into her Air Force Reserve Unit at McChord AFB, after she was dismissed under Don't Ask Don't Tell. Judge Leighton said Witt's being a lesbian wasn't disruptive to her air evacuation unit. Her discharge was. If what's being called the Witt standard is going to be applied across the military, the military will have to show that an individual soldier's discharge is better for the unit, that specific unit, than the entire military branch. Should Congress repeal Don't Ask Don't Tell or let it stand even in the face of the Witt standard, and a separate federal court ruling that says Don't Ask Don't Tell is unconstitutional.
34:54
Hi my name is Ryan; I'm a senior at EWU. My question has to do with college tuition. I'm currently going to school full-time and working part-time. I'm in the process of getting a second job and I just took out another student loan to help pay for my bills. Unfortunately my parents combined income is just over the line that would make me eligible for financial assistance from the government. My question is, what specifically would each candidates do to help bring relief to middle class families like mine that aren't poor enough to receive assistance from the government but aren't rich enough to pay for everything either.
39:12
Michelle Dupler (Tri-City Herald): Would you support providing amnesty to undocumented workers currently living in the United States. If so, how would you determine who gets amnesty? If you would not, how would you address the shortage of seasonal agricultural labor if those workers were deported?

Todd Weiner <[redacted]@hotmail.com> Mon, Oct 18, 2010 at 4:55 PM
To: [redacted]@patbell.com, [redacted]@gmail.com

my questions below:

"Both are you running ads that depict your opponent as having made poor decisions in the past; is there anything your opponent has done for the state of Washington that you approve of?"

"With politics becoming more and more partisan and less amicable towards bipartisanship, what are your plans to close that gap, even if it means going against party leadership, and are you willing to risk alienating your party

RLOCE-0040

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leadership to work for what is actually best for the American people and not for your career?"

"There's been some talk about replacing the Air Force's tanker and both of you say you support Boeing building that tanker. You also say that illegal subsidies for Airbus should be taken into account for Boeing, but I'm also wondering, if Airbus can demonstrate it can build a better plane for less money why shouldn't the Pentagon give them the bid so we can start replacing those tankers at Fairchild?"

Date: Mon, 18 Oct 2010 15:40:56 -0400
Subject: my section of debate questions
From: [redacted]@patbell.com
To: [redacted]@hotmail.com; [redacted]@gmail.com
[Quoted text hidden]

Riva Litman <[redacted]@gmail.com> Mon, Oct 18, 2010 at 4:59 PM
To: Todd Weiner [redacted]@hotmail.com>
Cc: [redacted]@patbell.com

Thanks; I'm compiling these now!
[Quoted text hidden]

EXHIBIT 66

CONFIDENTIAL

Gmail Campaign Debate Prep

C-SPAN (partial) Rossi vs. Murray transcript

Patrick Bell <[redacted]@patbell.com>
To: Todd Weiner <[redacted]@hotmail.com>, Riva Litman <[redacted]@gmail.com>

Mon, Oct 18, 2010 at 12:10 PM

Here's what was on C-SPAN Video site...will keep looking....
-P-

00:00:41 1 min.		**Unidentified Speaker** GOOD EVENING AND WELCOME TO THE FIRST OF ONLY TWO SCHEDULED DEBATES FOR THE CANDIDATES RUNNING FOR THE U.S. SENATE. WE ARE COMING TO YOU LIVE FROM SPOKANE,...
00:01:52 1 min.		**Unidentified Speaker** AMERICA IS IN TROUBLE. THAT IS WHY I AM RUNNING FOR THE U.S. SENATE. IF WE DO NOT HAVE A COURSE CORRECTION IN THIS ELECTION, WE WILL WAKE UP IN 24 HOURS...
00:02:56 1 min.		**Unidentified Speaker** THANK YOU TO ALL OF YOU FOR JOINING US THIS EVENING FOR A VERY IMPORTANT DISCUSSION ABOUT WHO WILL BE YOUR VOICE AND YOUR ADVOCATE IN THE UNITED STATES. .
00:04:00 20 sec.		**Unidentified Speaker** FROM JIM CAMDEN, OUR FIRST QUESTION COMES MR. ROSSI, YOU WILL BE FIRST. HE WILL GET A MINUTE 30 SECONDS FOR YOUR ANSWER.
00:04:07 38 sec.		**Unidentified Speaker** THE WAR IN AFGHANISTAN IS BECOMING ONE OF THE LONGEST WARS THIS COUNTRY HAS EVER WAGED. THE CASUALTY COUNT IS RISING AS THE SEARCH STRATEGY IS EMPLOYED...
00:04:35 1 min.		**Unidentified Speaker** FIRST OFF, THANK YOU TO THE MILITARY FAMILIES AND ESPECIALLY IN OUR STATE AND TO THE MEN AND NOW, WOMEN WHO SERVE IN UNIFORM RIGHT LET'S TAKE A STEP BACK...
00:05:54 15 sec.		**Unidentified Speaker** SENATOR MURRAY.
00:05:56 1 min.		**Unidentified Speaker** 11. I WILL NOT FORGET SEPTEMBER I WAS IN THE NATION'S CAPITAL. I HAPPENED TO BE LOOKING OUT THE WINDOW AND SAW THE SMOKE RISING FROM THE PENTAGON. I AM...
00:07:31 15 sec.		**Unidentified Speaker** YOU HAVE 30 SECONDS TO REBUT.
00:07:34 54 sec		**Unidentified Speaker** WE JUST READ YESTERDAY THAT PRESIDENT KARZAI WAS MEETING WITH THE AFGHANI TALIBAN. THEY WERE ACTUALLY MEETING TO DISCUSS SOME SORT OF RECONCILIATION. I,...

RLOCE-0010

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00:08:14 47 sec. **Unidentified Speaker**
ONE IMPORTANT QUESTION WAS NOT ANSWERED. HOW WILL WE PAY FOR THIS. ONE OF THE REASONS OUR COUNTRY IS IN TROUBLE TODAY IS BECAUSE PAYING FOR IT. WE WENT...

00:08:48 17 sec. **Unidentified Speaker**
OUR NEXT QUESTION IS FOR A VIEWER -- FROM A VIEWER.

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MY NAME IS ROBERT FROM SPOKANE, WASHINGTON. WHAT WILL YOU DO TO CREATE MORE JOBS FOR WASHINGTON STATE? THANK YOU.

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SENATOR MURRAY, THE QUESTION IS TO YOU

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THANK YOU SO MUCH FOR THAT. IT IS VERY IMPORTANT, QUESTION. IT IS ONE THAT I TALK ABOUT ALL THE TIME BECAUSE SO MANY FAMILIES TODAY ARE HURTING IN OUR STATE...

00:10:40 15 sec. **Unidentified Speaker**
MR. ROSSI, ONE MINUTE 30 SECONDS.

00:10:44 1 min. **Unidentified Speaker**
WE HAVE AN UNEMPLOYMENT RATE OF 17.4%. YOU'RE TALKING ABOUT ALMOST TWO OUT OF EVERY PEOPLE YOU KNOW – EVERY 10 PEOPLE YOU KNOW WHO CANNOT FEED THEIR FAMILIES...

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WE NEED COMMUNITY LEADERS TO ASK WHERE JOBS WILL BE IN YOUR COMMITTEE AND WORK WITH THEM TO GET INVESTMENTS TO GET THOSE JOBS AND GET YOU BACK AT WORK....

00:12:55 15 sec. **Unidentified Speaker**
MR. ROSSI, THAT I KEEP WORKING ON.

00:13:01 42 sec. **Unidentified Speaker**
WHAT THEY NEED IS STABILITY AND CERTAINTY SO THEY CAN INVEST IN THEIR BUSINESS. CERTAINTY. RIGHT NOW, THEY DO NOT HAVE ANY THEY HAVE -- WHEN THEY ARE SUCCESSFUL....

00:13:34 32 sec. **Unidentified Speaker**
IF YOU WERE TO VOTE TO INCREASE SPENDING FOR NUCLEAR WASTE CLEANUP IN HANFORD, TO MEET TARGETS IN A FIVE-YEAR PLAN, WOULD YOU CUT OTHER PARTS OF THE FEDERAL...

00:13:56 1 min. **Unidentified Speaker**
WE WILL HAVE TO CUT – MAKE REDUCTIONS IN THIS BUDGET, AS A STATE SENATOR, I WAS CHAIRMAN OF THE SENATE WAYS AND MEANS COMMITTEE DURING THE LARGEST DOLLAR...

00:15:42 1 min. **Unidentified Speaker**
WHAT I DID NOT HEAR AND ALL THAT WAS A ANSWER TO YOUR QUESTION, 1916, MY GRANDFATHER CAME HERE IN MY FATHER WAS IN THE TRI-CITIES WHEN HANFORD NUCLEAR...

00:17:13 1 min. **Unidentified Speaker**
WHICH SHE IS NOT TELLING YOU IS THAT, WHEN PRESIDENT OBAMA WAS A CANDIDATE, HE SAID HE WOULD SHUT DOWN YET THE MOUNTAIN IN NEVADA WHERE THE NUCLEAR WASTE...

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00:18:01 41 sec.
Unidentified Speaker
I DID NOT HEAR AN ANSWER TO THE QUESTION. IT IS OF A PARTY OF MAKING SURE THAT WE CLEAN UP HANFORD. IT IS ONE OF THE MOST IMPORTANT THINGS I DO. I TAKE ...

00:18:33 37 sec.
Unidentified Speaker
OUR NEXT QUESTION COMES TO US FROM DAN. GIVEN THAT IT SEEMS THAT SOCIAL SECURITY AND OTHER INCOME OF PROGRAMS ARE UNDERFUNDED, HOW WOULD YOU RECOMMEND ...

00:18:58 1 min.
Unidentified Speaker
SOCIAL SECURITY AND MEDICARE ARE TWO OF THE MOST IMPORTANT PROGRAMS WE HAVE FOUR SENIORS AND MANY OF THE DISABLED IN THIS COUNTRY. FROM THE MILL TOWN ON,...

00:20:32 1 min.
Unidentified Speaker
WE HAVE TO MAKE SURE THAT WE COME THROUGH WITH WHAT WE PROMISED TO SENIORS. UNFORTUNATELY, SENATOR MURRAY AND OTHERS IN D.C. HAVE ABUSED -- HAVE USED SOCIAL...

00:21:58 45 sec.
Unidentified Speaker
I DID I HEAR AN ANSWER AGAIN. IF HE GETS HIS WAY AND WE EXTEND THE BUSH TAX CUTS TO THE TOP 2% IN THIS COUNTRY TO THE TUNE OF ALMOST $1 TRILLION. THERE...

00:22:30 15 sec.
Unidentified Speaker
REBUTTAL?

00:22:32 44 sec
Unidentified Speaker
ONCE AGAIN, SENATOR MURRAY VOTED TO RAISE TAXES ON SOCIAL SECURITY. WITH THE HEALTH CARE VOTE, SENATOR MURRAY ACTUALLY VOTED TO REDUCE SPENDING ON MEDICARE...

00:23:06 15 sec.
Unidentified Speaker
89 WOODWARD. OUR NEXT QUESTION COMES FROM

00:23:18 19 sec
Unidentified Speaker
REPUBLICANS SAY THEY WANT TO REPEAL HEALTH CARE REFORM. WHAT WOULD YOU REPLACE THE CURRENT PLAN WITH?

00:23:24 1 min.
Unidentified Speaker
LET'S TALK ABOUT THE HEALTH CARE THAT SENATOR MURRAY VOTED FOR, FIRST OFF. YOU'LL GET $695 FINE IF YOU DO NOT BUY HEALTH CARE. YOU TALKING -- YOU'RE TALKING...

00:24:58 28 sec.
Unidentified Speaker
SENATOR MURRAY, HOW MUCH OF THE 2600-PAGE BILL DID YOU READ? YOU'RE CONCERNED ABOUT ITS COST, PROJECTED UPWARD OF $1 TRILLION.

00:25:13 1 min.
Unidentified Speaker
I DID READ IT. THE ONLY GROUP OF PEOPLE THAT HEALTH CARE IN THIS COUNTRY WAS WORKING FOR WAS THE HEALTH INSURANCE COMPANIES. EVERY FAMILY, EVERY BUSINESS,...

00:26:52 15 sec.
Unidentified Speaker
MR. ROSSI?

00:26:55 50 sec.
Unidentified Speaker
WE HAVE SOME SERIOUS PROBLEMS WITH THIS. WE WERE SOLD

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PLAN THAT SOMEHOW WOULD REDUCE COST AND ACCESS. CLEARLY, MOST BUSINESSES AND INDIVIDUALS I TALK TO...

00:27:32
48 sec.

Unidentified Speaker
WHAT I JUST HEARD WERE TALKING POINTS FROM THE INSURANCE COMPANY. MR. ROSSI WAS TO REPEAL HEALTH CARE REFORM. TELL THAT TO THE WOMAN WHO TOLD ME A FEW...

00:28:08
31 sec.

Unidentified Speaker
OUR NEXT QUESTION IS FROM ADAM. HE ASKS, "AS A SENATOR, WHAT WILL YOU DO TO STOP ANY DAM REMOVAL ON THE COLUMBIA RIVER AND SNAKE RIVERS? JOBS RELY ON THE...

00:28:27
1 min.

Unidentified Speaker
THIS IS A VERY IMPORTANT QUESTION FOR EASTERN WASHINGTON. OUR RIVER SYSTEM IS VERY IMPORTANT TO THE ECONOMY OF THIS REGION AND TO OUR ENTIRE STATE. WE...

00:29:28
15 sec.

Unidentified Speaker
MR. ROSSI.

00:29:31
1 min.

Unidentified Speaker
I ACTUALLY FLEW OVER WHEN THEY HAVE THE SAVE THE DAMS RALLY. I WAS ON THAT BRIDGE THAT NIGHT, THAT VERY COLD NIGHT. WE HAD A NUMBER OF ELECTED OFFICIALS...

00:30:36
15 sec.

Unidentified Speaker
REBUT. SENATOR MURRAY, 30 SECONDS TO

00:30:39
31 sec.

Unidentified Speaker
THERE IS MORE TO THIS ISSUE THAN JUST REMOVAL OF DANCE. THERE IS MAKING SURE THAT WE HAVE THE RESOURCES IN PLACE TO FIX ALL LOCKS AND DAMS AND TO WORK...

00:30:59
15 sec.

Unidentified Speaker
MR. ROSSI, 30 SECONDS.

00:31:01
47 sec.

Unidentified Speaker
I ALREADY COVER THE DAMAGE TO. DEMAND AS WELL TALK ABOUT THE TAX INCREASE. SHE IS TALK ABOUT -- YOU I-WILL TALK ABOUT THE TAX INCREASE. SHE IS TALKING...

00:31:37
15 sec.

Unidentified Speaker
OUR NEXT QUESTION IS TO JIM.

00:31:42
1 min.

Unidentified Speaker
LAST MONTH, INTO A COMA, THE FEDERAL JUDGE CALLED FOR THE REINSTATEMENT OF A SPOKANE NURSE -- LAST MONTH, IN TACOMA, THE FEDERAL JUDGE CALLED FOR THE REINSTATEMENT...

00:32:46
38 sec.

Unidentified Speaker
WE NEED TO IT LOOK AT WHAT THEY HAVE TO SAY AND WHAT THIS REPORT AS TO SAY AND THOROUGHLY A DECISION. INVESTIGATE THIS BEFORE WE MAKE THE WAY I LOOK AT...

00:33:14
1 min.

Unidentified Speaker
I AM NOT ONLY GOING TO COMPLETE THE RESPECT MAJOR WHEATIT. I HAVE TAUGHT HIM SOME MEN WHO HAVE RETURNED FROM AFGHANISTAN WHO SERVED SO PROUDLY. THEY KNOW...

RLOCE-0013

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00:34:15 15 sec. **Unidentified Speaker**
WOULD YOU LIKE TO REBUT?

00:34:18 35 sec. **Unidentified Speaker**
LIKE I SAID, WE WILL SEE WHAT THE REPORT HAS TO SAY. WE NEED TO MAKE SURE THAT IT ACTUALLY WORKS AND MAKES SENSE. I WILL LOOK AT THE REPORT AND I WILL...

00:34:40 26 sec. **Unidentified Speaker**
I WANT TO KNOW HOW YOU LOOK AT SOMEBODY IN THE EYE, AFTER THEY SERVE 20 YEARS FOR OUR COUNTRY AND DONE A REMARKABLE AND AMAZING WORK, BUT THEY ARE SECOND-CLASS...

00:34:54 18 sec. **Unidentified Speaker**
WE WILL HEAR ANOTHER TAPED QUESTION. STUDENT. THIS IS FROM A LOCAL COLLEGE

00:34:56 57 sec. **Unidentified Speaker**
MY NAME IS RYAN. I AM A SENIOR AT EASTERN WASHINGTON UNIVERSITY. MY QUESTION HAS TO DO WITH COLLEGE TUITION. I'M GOING TO SCHOOL FULL TIME AND WORKING...

00:35:45 1 min. **Unidentified Speaker**
MY FATHER WAS DIAGNOSED WITH MULTIPLE SCLEROSIS RIGHT BEFORE I WAS WHEN TO GO TO SCHOOL. ALL OF A SUDDEN, WE DID NOT KNOW IF WE COULD ALL GO TO SCHOOL...

00:36:58 15 sec. **Unidentified Speaker**
MR. ROSSI.

00:37:01 1 min. **Unidentified Speaker**
I AM THE YOUNGEST OF SEVEN KIDS RAISED ON THE SEATTLE SCHOOL TEACHER'S SALARY. WE DID NOT HAVE ANY MONEY. I WORKED THROUGH DIFFERENT JOBS TO MAKE MY WAY

00:38:22 35 sec. **Unidentified Speaker**
WHAT I DID NOT HEAR IN THAT ANSWER IS WHETHER OR NOT MR. ROSSI WOULD AGREE WITH ME THAT WE SHOULD NOT BE GIVEN THE BANKS THE RESPONSIBILITY TO DO STUDENT...

00:38:44 15 sec. **Unidentified Speaker**
MR. ROSSI?

00:38:48 36 sec. **Unidentified Speaker**
THE PART OF THE TAKEOVER OF GOVERNMENT HAS BEEN PART OF THE STUDENT LOANS. NOW YOU HAVE TO GO TO GOVERNMENT. HAVING MANY BANKS AND MANY OTHER OPTIONS TO...

00:39:12 17 sec. **Unidentified Speaker**
OUR NEXT QUESTION COMES FROM THE SHOW FROM THE TRI-CITY HERALD.

00:39:18 32 sec. **Unidentified Speaker**
WHAT DO YOU SUPPORT PROVIDING AMNESTY FOR WORKERS IN THE UNITED STATES? HOW WOULD YOU ADDRESS SEASONAL AGRICULTURAL WORKERS DECLINE IF YOU DO NOT TO?

00:39:43 1 min. **Unidentified Speaker**
I DO NOT SUPPORT AMNESTY. NUMBER ONE, BUT WE HAVE TO GET CONTROL OF OUR BORDERS. WE HAVE HAD PEOPLE COME ACROSS WHO HAVE BEEN DEPORTED AND COME ACROSS...

RLOCE-0014

CONFIDENTIAL

00:41:09 1 min. **Unidentified Speaker**
THIS IS SOMETHING THAT AFFECTS OUR ECONOMY, IT AFFECTS OUR WAY OF LIFE. AND IT AFFECTS OUR COMPETITIVENESS. I TALKED WITH SOME FARMERS RECENTLY WHO TOLD...

00:42:42 43 sec. **Unidentified Speaker**
SENATOR MURRAY APPROVES OF AMNESTY. THE FIRST ELECTED TO IS SECURE THE BORDER. THE PROBLEMS WE'RE TALKING ABOUT OUR ACADEMIC IF IT CANNOT SECURE THAT BORDER....

00:43:15 53 sec. **Unidentified Speaker**
WHEN HE WAS IN THE STATE SENATE, HE DID VOTE FOR A FORM OF AMNESTY. WHAT I BELIEVE IS THAT WE NEED A COMPREHENSIVE IMMIGRATION REFORM SYSTEM THAT INCLUDES...

00:44:00 33 sec. **Unidentified Speaker**
CLEARLY FRUSTRATED WITH ALL THE MUDSLINGING IN THIS RACE. OUR NEXT WRITER SAYS, EACH REVIEW HAS DEPICTED YOUR OPPONENTS AS SOMEONE WHO HAS MADE BAD DECISIONS...

00:44:20 59 sec. **Unidentified Speaker**
THAT IS A GREAT QUESTION. I REALLY DO ADMIRE MR. ROSSI FOR GETTING INTO THIS RACE. I KNOW HOW DIFFICULT IT IS AND FAMILY. HOW MUCH IT DEMANDS ON YOUR IT...

00:45:13 17 sec. **Unidentified Speaker**
WE ARE SAYING SOMETHING NICE. 30 SECONDS, MR. ROSS TO COME IN ONE MINUTE [LAUGHTER]

00:45:20 1 min. **Unidentified Speaker**
I THINK THAT SENATOR ROSSI HAS A MEAN SENATOR -- THAT SENATOR KERREY HAS AND A GREAT JOB WITH VETERANS. YOU TALK ABOUT THE AS AS IF THERE IS SOME SORT...

00:46:51 15 sec. **Unidentified Speaker**
YOU HAVE TIME TO REBUT.

00:46:53 60 sec. **Unidentified Speaker**
I DO APPRECIATE THE ENDORSEMENTS OF THE NEWSPAPERS THAT MR. ROSSI CITED. AND I DO A CREATION -- I DO APPRECIATE THE TECHNOLOGIST MY WORK WITH VETERANS...

00:47:40 41 sec. **Unidentified Speaker**
IF WE HAVE FULL DISCLOSURE, WE CAN TALK ABOUT THE FACT THAT COME AFTER THE BIG BAILOUT OF THE BANKS, SENATOR MARY HAD $1 MILLION CONTRISUTION FROM THESE...

00:48:11 16 sec. **Unidentified Speaker**
WE HAVE ANOTHER QUESTION FROM OUR OF YOUR.

00:48:14 34 sec. **Unidentified Speaker**
BY NAME AS SEAN. I AM FROM SPOKANE VALLEY. WITH POLITICS BECOMING MORE AND MORE PARTISAN, WHAT ARE YOUR PLANS FOR BRIDGING THAT GAP, EVEN IF IT MEANS GOING

00:48:37 1 min. **Unidentified Speaker**
THAT IS ACTUALLY THE HALLMARK OF WHAT I DID AS A STATE SENATOR. WHEN I WAS THE CHAIRMAN OF THE SENATE WAYS AND MEANS COMMITTEE, WE HAD THESE MOST DEFICIT .

RLOCE-0015

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00:50:16 1 min. **Unidentified Speaker**
I ALWAYS START WITH A PROMISE THAT MY STATE AND MY COMMUNITIES AND THE FAMILIES I REPRESENT COME FIRST AND I WILL TAKE ON ANYONE TO MAKE SURE THAT WE TAKE...

00:51:45 15 sec. **Unidentified Speaker**
MR. ROSSI, REBUTTAL.

00:51:47 53 sec. **Unidentified Speaker**
YOU DIDN'T HEAR ANYTHING ABOUT HOW THE HEALTH CARE BILL WAS A BIPARTISAN EFFORT, BECAUSE IT CLEARLY WAS NOT. IT WAS A VERY PARTISAN PIECE OF LEGISLATION....

00:52:25 15 sec. **Unidentified Speaker**
SENATOR? WE NEED TO DO THIS.

00:52:29 1 min. **Unidentified Speaker**
WHAT I DID NOT HEAR AND ALL THAT IS HOW MR. ROSSI WILL WORK WITH THE THE REAL CHALLENGES IN FRONT OF US, OUR DEBT, MAKING SURE THAT PEOPLE GET JOBS, MAKING...

00:53:16 23 sec. **Unidentified Speaker**
QUESTION OF THE DEBATE. WE'RE DOWN TO THE LAST DROP YOUR ANSWERS TO 30 SECONDS. YOU HAVE A CHANCE TO REBUT.

00:53:29 39 sec. **Unidentified Speaker**
THERE HAS BEEN TALK ABOUT THE FORCES TANKER. YOU SAY THAT YOU SUPPORT BOEING BUILDING THAT TANKER. YOU ALSO SAY THAT ILLEGAL SUBSIDIES FOR AIRBUS SHOULD...

00:53:56 49 sec. **Unidentified Speaker**
THAT IS EXACTLY WHAT I HAVE BEEN FIGHTING FOR FOR A VERY LONG TIME. IF WE HAVE A LEVEL PLAYING FIELD AND ILLEGAL SUBSIDIES ARE TAKEN INTO ACCOUNT SO AIRBUS...

00:54:33 54 sec. **Unidentified Speaker**
IT HAS COST THE AEROSPACE INDUSTRIES IN AMERICA 50,000 JOBS SO FAR. WE NEED TO TAKE ALL OF THAT IN TO ACCOUNT. I BELIEVE THAT THE BOEING EMPLOYEES WILL...

00:55:14 51 sec. **Unidentified Speaker**
I TAKE A BACKSEAT TO NO ONE IN MAKING SURE THAT PEOPLE IN OUR COMMUNITIES HAVE JOBS AND BOEING IS A VERY IMPORTANT EMPLOYER. HERE IN SPOKANE, BOEING IS...

00:55:53 15 sec. **Unidentified Speaker**
MR. ROSSI, 30 SECONDS.

00:55:54 48 sec. **Unidentified Speaker**
WE NEED TO MAKE SURE THAT BOEING IS HEALTHY, BUT WE ALSO NEED TO MAKE SURE THAT ALL BUSINESSES IN THE STATE OF WASHINGTON ARE HEALTHY. WE NEED TO GO IN...

00:56:28 17 sec. **Unidentified Speaker**
IT IS TIME FOR CLOSING STATEMENTS. EACH CANDIDATE WILL HAVE ONE MINUTE.

00:56:33 1 min. **Unidentified Speaker**
I WANT TO SAY THANK YOU VERY MUCH FOR WATCHING AND THANK YOU FOR PUTTING THIS ON TODAY. THANK YOU SENATOR MURRAY. I TRULY APPRECIATE THE DEBATE. WE HAVE...

RLOCE-0016

CONFIDENTIAL

00:57:42 (1 min.) **Unidentified Speaker**
IN THIS ELECTION, THERE IS A VERY CLEAR CHOICE I WANT TO THANK MR. ROSSET FOR PARTICIPATING AS WELL. BUT WHAT MR. ROSSI DID NOT TELL YOU TONIGHT IS THAT...

00:58:48 (15 sec.) **Unidentified Speaker**
THANK YOU TO THE CANDIDATES AND TO YOU, THE PANEL. [APPLAUSE]

Riva Litman <[redacted]@gmail.com> Mon, Oct 18, 2010 at 12:16 PM
To: Patrick Bell <[redacted]@patbell.com>
Cc: Todd Weiner <[redacted]@hotmail.com>

Here's the entire first debate on video: http://video.kxly.com/watch.php?id=22993

The format is pretty standard: 1 minute opening remarks, questions, rebuttals, closing statements. She needs to be prepared to rebut whatever Romeyn says. Questions came from the three reporters (Camden included) and various constituents. Pretty stiff background and small studio audience.

On Mon, Oct 18, 2010 at 9:10 AM, Patrick Bell <[redacted]@patbell.com> wrote:
Here's what was on C-SPAN Video site...will keep looking....
-P-

00:00:41 (1 min.) **Unidentified Speaker**
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00:05:54 (15 sec.) **Unidentified Speaker**
SENATOR MURRAY.

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THANK YOU SO MUCH FOR THAT IT IS VERY IMPORTANT. QUESTION. IT IS ONE THAT I TALK ABOUT ALL THE TIME BECAUSE SO MANY FAMILIES TODAY ARE HURTING IN OUR STATE...

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MR. ROSSI, ONE MINUTE 30 SECONDS.

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RLOCE-0018

CONFIDENTIAL

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CONFIDENTIAL

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RLOCE-0020

CONFIDENTIAL

1 min. LAST MONTH, INTO A COMA, THE FEDERAL JUDGE CALLED FOR THE REINSTATEMENT OF A SPOKANE NURSE – LAST MONTH, IN TACOMA, THE FEDERAL JUDGE CALLED FOR THE REINSTATEMENT...

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00:33:14
1 min. **Unidentified Speaker**
I AM NOT ONLY GOING TO COMPLETE THE RESPECT MAJOR WHEATT. I HAVE TAUGHT HIM SOME MEN WHO HAVE RETURNED FROM AFGHANISTAN WHO SERVED SO PROUDLY. THEY KNOW...

00:34:15
15 sec. **Unidentified Speaker**
WOULD YOU LIKE TO REBUT?

00:34:18
35 sec. **Unidentified Speaker**
LIKE I SAID, WE WILL SEE WHAT THE REPORT HAS TO SAY. WE NEED TO MAKE SURE THAT IT ACTUALLY WORKS AND MAKES SENSE. I WILL LOOK AT THE REPORT AND I WILL...

00:34:40
26 sec. **Unidentified Speaker**
I WANT TO KNOW HOW YOU LOOK AT SOMEBODY IN THE EYE, AFTER THEY SERVE 20 YEARS FOR OUR COUNTRY AND DONE A REMARKABLE AND AMAZING WORK, BUT THEY ARE SECOND-CLASS...

00:34:54
18 sec. **Unidentified Speaker**
WE WILL HEAR ANOTHER TAPED QUESTION. STUDENT, THIS IS FROM A LOCAL COLLEGE

00:34:59
57 sec. **Unidentified Speaker**
MY NAME IS RYAN. I AM A SENIOR AT EASTERN WASHINGTON UNIVERSITY. MY QUESTION HAS TO DO WITH COLLEGE TUITION. I'M GOING TO SCHOOL FULL TIME AND WORKING...

00:35:46
1 min. **Unidentified Speaker**
MY FATHER WAS DIAGNOSED WITH MULTIPLE SCLEROSIS RIGHT BEFORE I WAS WHEN TO GO TO SCHOOL. ALL OF A SUDDEN, WE DID NOT KNOW IF WE COULD ALL GO TO SCHOOL....

00:36:58
15 sec. **Unidentified Speaker**
MR. ROSSI.

00:37:01
1 min. **Unidentified Speaker**
I AM THE YOUNGEST OF SEVEN KIDS RAISED ON THE SEATTLE SCHOOL TEACHER'S SALARY. WE DID NOT HAVE ANY MONEY. I WORKED THROUGH DIFFERENT JOBS TO MAKE MY WAY ...

00:38:22
35 sec. **Unidentified Speaker**
WHAT I DID NOT HEAR IN THAT ANSWER IS WHETHER OR NOT MR. ROSSI WOULD AGREE WITH ME THAT WE SHOULD NOT BE GIVEN THE BANK'S THE RESPONSIBILITY TO DO STUDENT...

00:38:44
15 sec. **Unidentified Speaker**
MR. ROSSI?

00:38:48
36 sec. **Unidentified Speaker**
THE PART OF THE TAKEOVER OF GOVERNMENT HAS BEEN PART OF THE STUDENT LOANS. NOW YOU HAVE TO GO TO GOVERNMENT. HAVING MANY BANKS AND MANY OTHER OPTIONS TO...

CONFIDENTIAL

00:39:12 (17 sec.) **Unidentified Speaker**
OUR NEXT QUESTION COMES FROM THE SHOW FROM THE TRI-CITY HERALD.

00:39:18 (32 sec.) **Unidentified Speaker**
WHAT DO YOU SUPPORT PROVIDING AMNESTY FOR WORKERS IN THE UNITED STATES? HOW WOULD YOU ADDRESS SEASONAL AGRICULTURAL WORKERS DECLINE IF YOU DO NOT TO?

00:39:43 (1 min.) **Unidentified Speaker**
I DO NOT SUPPORT AMNESTY, NUMBER ONE. BUT WE HAVE TO GET CONTROL OF OUR BORDERS. WE HAVE HAD PEOPLE COME ACROSS WHO HAVE BEEN DEPORTED AND COME ACROSS...

00:41:09 (1 min.) **Unidentified Speaker**
THIS IS SOMETHING THAT AFFECTS OUR ECONOMY. IT AFFECTS OUR WAY OF LIFE. AND IT AFFECTS OUR COMPETITIVENESS. I TALKED WITH SOME FARMERS RECENTLY WHO TOLD...

00:42:42 (43 sec.) **Unidentified Speaker**
SENATOR MURRAY APPROVES OF AMNESTY. THE FIRST ELECTED TO IS SECURE THE BORDER. THE PROBLEMS WE'RE TALKING ABOUT OUR ACADEMIC IF IT CANNOT SECURE THAT BORDER....

00:43:15 (55 sec.) **Unidentified Speaker**
WHEN HE WAS IN THE STATE SENATE, HE DID VOTE FOR A FORM OF AMNESTY. WHAT I BELIEVE IS THAT WE NEED A COMPREHENSIVE IMMIGRATION REFORM SYSTEM THAT INCLUDES...

00:44:00 (33 sec.) **Unidentified Speaker**
CLEARLY FRUSTRATED WITH ALL THE MUDSLINGING IN THIS RACE. OUR NEXT WRITER SAYS, EACH REVIEW HAS DEPICTED YOUR OPPONENTS AS SOMEONE WHO HAS MADE BAD DECISIONS...

00:44:20 (59 sec.) **Unidentified Speaker**
THAT IS A GREAT QUESTION. I REALLY DO ADMIRE MR. ROSSI FOR GETTING INTO THIS RACE. I KNOW HOW DIFFICULT IT IS AND FAMILY, HOW MUCH IT DEMANDS ON YOUR IT...

00:45:13 (17 sec.) **Unidentified Speaker**
WE ARE SAYING SOMETHING NICE. 30 SECONDS. MR. ROSS TO COME IN ONE MINUTE [LAUGHTER]

00:45:20 (1 min.) **Unidentified Speaker**
I THINK THAT SENATOR ROSSI HAS A MEAN SENATOR – THAT SENATOR KERREY HAS AND A GREAT JOB WITH VETERANS. YOU TALK ABOUT THE AS AS IF THERE IS SOME SORT...

00:46:51 (15 sec.) **Unidentified Speaker**
YOU HAVE TIME TO REBUT.

00:46:53 (60 sec.) **Unidentified Speaker**
I DO APPRECIATE THE ENDORSEMENTS OF THE NEWSPAPERS THAT MR. ROSSI CITED. AND I DO A CREATION – I DO APPRECIATE THE TECHNOLOGIST MY WORK WITH VETERANS....

00:47:40 (41 sec.) **Unidentified Speaker**
IF WE HAVE FULL DISCLOSURE, WE CAN TALK ABOUT THE FACT THAT COME AFTER THE BIG BAILOUT OF THE BANKS, SENATOR MARY HAD $1 MILLION CONTRIBUTION FROM THESE...

RLOCE-0022

CONFIDENTIAL

00:48:11 **Unidentified Speaker**
16 sec. WE HAVE ANOTHER QUESTION FROM OUR OF YOUR.

00:48:14 **Unidentified Speaker**
34 sec. BY NAME AS SEAN. I AM FROM SPOKANE VALLEY. WITH POLITICS BECOMING MORE AND MORE PARTISAN, WHAT ARE YOUR PLANS FOR BRIDGING THAT GAP, EVEN IF IT MEANS GOING...

00:48:37 **Unidentified Speaker**
1 min. THAT IS ACTUALLY THE HALLMARK OF WHAT I DID AS A STATE SENATOR. WHEN I WAS THE CHAIRMAN OF THE SENATE WAYS AND MEANS COMMITTEE, WE HAD THESE MOST DEFICIT...

00:50:16 **Unidentified Speaker**
1 min. I ALWAYS START WITH A PROMISE THAT MY STATE AND MY COMMUNITIES AND THE FAMILIES I REPRESENT COME FIRST AND I WILL TAKE ON ANYONE TO MAKE SURE THAT WE TAKE...

00:51:45 **Unidentified Speaker**
15 sec. MR. ROSSI, REBUTTAL.

00:51:47 **Unidentified Speaker**
53 sec. YOU DIDN'T HEAR ANYTHING ABOUT HOW THE HEALTH CARE BILL WAS A BIPARTISAN EFFORT, BECAUSE IT CLEARLY WAS NOT. IT WAS A VERY PARTISAN PIECE OF LEGISLATION....

00:52:25 **Unidentified Speaker**
15 sec. SENATOR? WE NEED TO DO THIS.

00:52:29 **Unidentified Speaker**
1 min. WHAT I DID NOT HEAR AND ALL THAT IS HOW MR. ROSSI WILL WORK WITH THE THE REAL CHALLENGES IN FRONT OF US, OUR DEBT, MAKING SURE THAT PEOPLE GET JOBS, MAKING...

00:53:16 **Unidentified Speaker**
23 sec. QUESTION OF THE DEBATE. WE'RE DOWN TO THE LAST DROP YOUR ANSWERS TO 30 SECONDS. YOU HAVE A CHANCE TO REBUT.

00:53:29 **Unidentified Speaker**
39 sec. THERE HAS BEEN TALK ABOUT THE FORCES TANKER. YOU SAY THAT YOU SUPPORT BOEING BUILDING THAT TANKER. YOU ALSO SAY THAT ILLEGAL SUBSIDIES FOR AIRBUS SHOULD...

00:53:55 **Unidentified Speaker**
49 sec. THAT IS EXACTLY WHAT I HAVE BEEN FIGHTING FOR FOR A VERY LONG TIME. IF WE HAVE A LEVEL PLAYING FIELD AND ILLEGAL SUBSIDIES ARE TAKEN INTO ACCOUNT SO AIRBUS...

00:54:33 **Unidentified Speaker**
54 sec. IT HAS COST THE AEROSPACE INDUSTRIES IN AMERICA 50,000 JOBS SO FAR. WE NEED TO TAKE ALL OF THAT INTO ACCOUNT. I BELIEVE THAT THE BOEING EMPLOYEES WILL...

00:55:14 **Unidentified Speaker**
51 sec. I TAKE A BACKSEAT TO NO ONE IN MAKING SURE THAT PEOPLE IN OUR COMMUNITIES HAVE JOBS AND BOEING IS A VERY IMPORTANT EMPLOYER. HERE IN SPOKANE, BOEING IS...

00:55:53 **Unidentified Speaker**
15 sec. MR. ROSSI, 30 SECONDS.

RLOCE-0023

CONFIDENTIAL

00:56:54 45 sec.	**Unidentified Speaker**	WE NEED TO MAKE SURE THAT BOEING IS HEALTHY, BUT WE ALSO NEED TO MAKE SURE THAT ALL BUSINESSES IN THE STATE OF WASHINGTON ARE HEALTHY. WE NEED TO GO IN...
00:56:26 17 sec.	**Unidentified Speaker**	IT IS TIME FOR CLOSING STATEMENTS. EACH CANDIDATE WILL HAVE ONE MINUTE.
00:56:33 1 min.	**Unidentified Speaker**	I WANT TO SAY THANK YOU VERY MUCH FOR WATCHING AND THANK YOU FOR PUTTING THIS ON TODAY. THANK YOU SENATOR MURRAY. I TRULY APPRECIATE THE DEBATE. WE HAVE...
00:57:42 1 min.	**Unidentified Speaker**	IN THIS ELECTION, THERE IS A VERY CLEAR CHOICE I WANT TO THANK MR. ROSSET FOR PARTICIPATING AS WELL. BUT WHAT MR. ROSSI DID NOT TELL YOU TONIGHT IS THAT...
00:58:48 16 sec.	**Unidentified Speaker**	THANK YOU TO THE CANDIDATES AND TO YOU, THE PANEL. [APPLAUSE]

Patrick Bell <[redacted]@patbell.com> Mon, Oct 18, 2010 at 1:10 PM
To: Riva Litman <[redacted]@gmail.com>
Cc: Todd Weiner <[redacted]@hotmail.com>

Here are a few questions I could see coming up:

- **You voted against the stimulus, and yet your office sent out a press release heralding the funding for the North/South Freeway. Some have called that hypocritical. What do you say to your critics?**
- **What do you have against earmarks? Why haven't you done more to steer federal dollars to local projects? Don't you think taxpayers in your district want a portion of the money they send to D.C. back?**
- **Agriculture is a vital part of the local economy. What have you done to support local farmers, ranchers, and agribusiness?**
- **You say we need to "put our House in fiscal order." You even say you support a Balanced Budget Amendment. So give us three specific cuts that you'd make?**
- **You've been a loyal opponent of repealing Don't Ask Don't Tell. Why do you oppose allowing gays to serve openly in the military? Shouldn't gays & lesbians be treated the same as any others?**
- **You've eagerly championed the extension of all of the Bush tax cuts, even those for the wealthiest Americans. President Obama has accused Republicans of holding the middle class tax cuts hostage, until the rich get a tax cut. Do you support giving a tax cut to the wealthy, and if so, how would you pay for them?**
- **Education is a major issue facing Eastern Washington. Why didn't Washington State receive any Race to the Top funding, and how can we make our state more competitive in the global**

CONFIDENTIAL

economy?

- **One of your fellow Republican leaders, John Boehner of Ohio, likes to browbeat the President with his refrain: "Where are the Jobs?" What have you personally done as our Representative to create jobs?**
- **You voted against the health care bill, and a consistently voted "No" on a slew of other Democrat proposals. Why didn't the GOP offer any of its own ideas or better solutions?**

If Romeyn gets a question in, it wouldn't surprise me if he asked about the National Parks or why CMR hasn't done more to get local produce into schools (i.e. potatoes).

-P-

On Mon, Oct 18, 2010 at 12:16 PM, Riva Litman <[redacted]@gmail.com> wrote:
Here's the entire first debate on video: http://video.kxly.com/watch.php?id=22993

The format is pretty standard: 1 minute opening remarks, questions, rebuttals, closing statements. She needs to be prepared to rebut whatever Romeyn says. Questions came from the three reporters (Camden included) and various constituents. Pretty stiff background and small studio audience.

On Mon, Oct 18, 2010 at 9:10 AM, Patrick Bell <[redacted]@patbell.com> wrote:
Here's what was on C-SPAN Video site...will keep looking....
-P-

00:00:41 1 min.	**Unidentified Speaker**	GOOD EVENING AND WELCOME TO THE FIRST OF ONLY TWO SCHEDULED DEBATES FOR THE CANDIDATES RUNNING FOR THE U.S. SENATE. WE ARE COMING TO YOU LIVE FROM SPOKANE ...
00:01:52 1 min.	**Unidentified Speaker**	AMERICA IS IN TROUBLE. THAT IS WHY I AM RUNNING FOR THE U.S. SENATE. IF WE DO NOT HAVE A COURSE CORRECTION IN THIS ELECTION, WE WILL WAKE UP IN 24 HOURS...
00:02:58 1 min.	**Unidentified Speaker**	THANK YOU TO ALL OF YOU FOR JOINING US THIS EVENING FOR A VERY IMPORTANT DISCUSSION ABOUT WHO WILL BE YOUR VOICE AND YOUR ADVOCATE IN THE UNITED STATES...
00:04:00 20 sec.	**Unidentified Speaker**	FROM JIM CAMDEN, OUR FIRST QUESTION COMES MR. ROSSI. YOU WILL BE FIRST. HE WILL GET A MINUTE 30 SECONDS FOR YOUR ANSWER.
00:04:07 38 sec.	**Unidentified Speaker**	THE WAR IN AFGHANISTAN IS BECOMING ONE OF THE LONGEST WARS THIS COUNTRY HAS EVER WAGED. THE CASUALTY COUNT IS RISING AS THE SEARCH STRATEGY IS EMPLOYED...
00:04:36 1 min.	**Unidentified Speaker**	FIRST OFF, THANK YOU TO THE MILITARY FAMILIES AND ESPECIALLY IN OUR STATE AND TO THE MEN AND NOW, WOMEN WHO SERVE IN UNIFORM RIGHT LETS TAKE A STEP BACK. .
00:05:54 15 sec.	**Unidentified Speaker**	SENATOR MURRAY.
00:05:56	**Unidentified Speaker**	

CONFIDENTIAL

1 min. 11. I WILL NOT FORGET SEPTEMBER I WAS IN THE NATION'S CAPITAL. I HAPPENED TO BE LOOKING OUT THE WINDOW AND SAW THE SMOKE RISING FROM THE PENTAGON. I AM...

00:07:31 **Unidentified Speaker**
15 sec. YOU HAVE 30 SECONDS TO REBUT.

00:07:34 **Unidentified Speaker**
54 sec. WE JUST READ YESTERDAY THAT PRESIDENT KARZAI WAS MEETING WITH THE AFGHANI TALIBAN. THEY WERE ACTUALLY MEETING TO DISCUSS SOME SORT OF RECONCILIATION. I...

00:08:14 **Unidentified Speaker**
47 sec. ONE IMPORTANT QUESTION WAS NOT ANSWERED, HOW WILL WE PAY FOR THIS. ONE OF THE REASONS OUR COUNTRY IS IN TROUBLE TODAY IS BECAUSE PAYING FOR IT. WE WENT...

00:08:48 **Unidentified Speaker**
17 sec. OUR NEXT QUESTION IS FOR A VIEWER – FROM A VIEWER.

00:08:54 **Unidentified Speaker**
24 sec. MY NAME IS ROBERT FROM SPOKANE, WASHINGTON. WHAT WILL YOU DO TO CREATE MORE JOBS FOR WASHINGTON STATE? THANK YOU.

00:09:06 **Unidentified Speaker**
16 sec. SENATOR MURRAY, THE QUESTION IS TO YOU.

00:09:08 **Unidentified Speaker**
1 min. THANK YOU SO MUCH FOR THAT IT IS VERY IMPORTANT. QUESTION. IT IS ONE THAT I TALK ABOUT ALL THE TIME BECAUSE SO MANY FAMILIES TODAY ARE HURTING IN OUR STATE...

00:10:40 **Unidentified Speaker**
15 sec. MR. ROSSI, ONE MINUTE 30 SECONDS.

00:10:44 **Unidentified Speaker**
1 min. WE HAVE AN UNEMPLOYMENT RATE OF 17.4%. YOU'RE TALKING ABOUT ALMOST TWO OUT OF EVERY PEOPLE YOU KNOW – EVERY 10 PEOPLE YOU KNOW WHO CANNOT FEED THEIR FAMILIES...

00:12:25 **Unidentified Speaker**
45 sec. WE NEED COMMUNITY LEADERS TO ASK WHERE JOBS WILL BE IN YOUR COMMITTEE AND WORK WITH THEM TO GET INVESTMENTS TO GET THOSE JOBS AND GET YOU BACK AT WORK....

00:12:55 **Unidentified Speaker**
15 sec. MR. ROSSI, THAT I KEEP WORKING ON.

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CONFIDENTIAL

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00:23:05 **Unidentified Speaker**
15 sec. 60 WOODWARD. OUR NEXT QUESTION COMES FROM

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CONFIDENTIAL

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RLOCE-0028

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38 sec. WE NEED TO IT LOOK AT WHAT THEY HAVE TO SAY AND WHAT THIS REPORT AS TO SAY AND THOROUGHLY A DECISION. INVESTIGATE THIS BEFORE WE MAKE THE WAY I LOOK AT...

00:33:14 **Unidentified Speaker**
1 min. I AM NOT ONLY GOING TO COMPLETE THE RESPECT MAJOR WHEATIT. I HAVE TAUGHT HIM SOME MEN WHO HAVE RETURNED FROM AFGHANISTAN WHO SERVED SO PROUDLY. THEY KNOW...

00:34:15 **Unidentified Speaker**
15 sec. WOULD YOU LIKE TO REBUT?

00:34:18 **Unidentified Speaker**
35 sec. LIKE I SAID, WE WILL SEE WHAT THE REPORT HAS TO SAY. WE NEED TO MAKE SURE THAT IT ACTUALLY WORKS AND MAKES SENSE. I WILL LOOK AT THE REPORT AND I WILL...

00:34:40 **Unidentified Speaker**
26 sec. I WANT TO KNOW HOW YOU LOOK AT SOMEBODY IN THE EYE, AFTER THEY SERVE 20 YEARS FOR OUR COUNTRY AND DONE A REMARKABLE AND AMAZING WORK, BUT THEY ARE SECOND-CLASS...

00:34:54 **Unidentified Speaker**
18 sec. WE WILL HEAR ANOTHER TAPED QUESTION, STUDENT, THIS IS FROM A LOCAL COLLEGE

00:34:59 **Unidentified Speaker**
57 sec. MY NAME IS RYAN. I AM A SENIOR AT EASTERN WASHINGTON UNIVERSITY. MY QUESTION HAS TO DO WITH COLLEGE TUITION. I'M GOING TO SCHOOL FULL TIME AND WORKING...

00:35:46 **Unidentified Speaker**
1 min. MY FATHER WAS DIAGNOSED WITH MULTIPLE SCLEROSIS RIGHT BEFORE I WAS WHEN TO GO TO SCHOOL. ALL OF A SUDDEN, WE DID NOT KNOW IF WE COULD ALL GO TO SCHOOL....

00:36:58 **Unidentified Speaker**
15 sec. MR. ROSSI.

00:37:01 **Unidentified Speaker**
1 min. I AM THE YOUNGEST OF SEVEN KIDS RAISED ON THE SEATTLE SCHOOL TEACHER'S SALARY. WE DID NOT HAVE ANY MONEY. I WORKED THROUGH DIFFERENT JOBS TO MAKE MY WAY...

00:38:22 **Unidentified Speaker**
35 sec. WHAT I DID NOT HEAR IN THAT ANSWER IS WHETHER OR NOT MR. ROSSI WOULD AGREE WITH ME THAT WE SHOULD NOT BE GIVEN THE BANK'S THE RESPONSIBILITY TO DO STUDENT...

00:38:44 **Unidentified Speaker**
15 sec. MR. ROSSI?

00:38:46 **Unidentified Speaker**
38 sec. THE PART OF THE TAKEOVER OF GOVERNMENT HAS BEEN PART OF THE STUDENT LOANS. NOW YOU HAVE TO GO TO GOVERNMENT. HAVING MANY BANKS AND MANY OTHER OPTIONS TO...

00:39:12 **Unidentified Speaker**
17 sec.

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OUR NEXT QUESTION COMES FROM THE SHOW FROM THE TRI-CITY HERALD.

00:39:18 (32 sec)
Unidentified Speaker
WHAT DO YOU SUPPORT PROVIDING AMNESTY FOR WORKERS IN THE UNITED STATES? HOW WOULD YOU ADDRESS SEASONAL AGRICULTURAL WORKERS DECLINE IF YOU DO NOT TO?

00:39:43 (1 min.)
Unidentified Speaker
I DO NOT SUPPORT AMNESTY, NUMBER ONE. BUT WE HAVE TO GET CONTROL OF OUR BORDERS. WE HAVE HAD PEOPLE COME ACROSS WHO HAVE BEEN DEPORTED AND COME ACROSS...

00:41:09 (1 min.)
Unidentified Speaker
THIS IS SOMETHING THAT AFFECTS OUR ECONOMY. IT AFFECTS OUR WAY OF LIFE. AND IT AFFECTS OUR COMPETITIVENESS. I TALKED WITH SOME FARMERS RECENTLY WHO TOLD...

00:42:42 (43 sec.)
Unidentified Speaker
SENATOR MURRAY APPROVES OF AMNESTY. THE FIRST ELECTED TO IS SECURE THE BORDER. THE PROBLEMS WE'RE TALKING ABOUT OUR ACADEMIC IF IT CANNOT SECURE THAT BORDER....

00:43:15 (55 sec.)
Unidentified Speaker
WHEN HE WAS IN THE STATE SENATE, HE DID VOTE FOR A FORM OF AMNESTY. WHAT I BELIEVE IS THAT WE NEED A COMPREHENSIVE IMMIGRATION REFORM SYSTEM THAT INCLUDES...

00:44:00 (33 sec.)
Unidentified Speaker
CLEARLY FRUSTRATED WITH ALL THE MUDSLINGING IN THIS RACE. OUR NEXT WRITER SAYS, EACH REVIEW HAS DEPICTED YOUR OPPONENTS AS SOMEONE WHO HAS MADE BAD DECISIONS. .

00:44:20 (59 sec.)
Unidentified Speaker
THAT IS A GREAT QUESTION. I REALLY DO ADMIRE MR. ROSSI FOR GETTING INTO THIS RACE. I KNOW HOW DIFFICULT IT IS AND FAMILY. HOW MUCH IT DEMANDS ON YOUR IT...

00:45:13 (17 sec.)
Unidentified Speaker
WE ARE SAYING SOMETHING NICE. 30 SECONDS. MR. ROSS TO COME IN ONE MINUTE [LAUGHTER]

00:45:20 (1 min.)
Unidentified Speaker
I THINK THAT SENATOR ROSSI HAS A MEAN SENATOR -- THAT SENATOR KERREY HAS AND A GREAT JOB WITH VETERANS. YOU TALK ABOUT THE AS AS IF THERE IS SOME SORT...

00:46:51 (15 sec.)
Unidentified Speaker
YOU HAVE TIME TO REBUT.

00:46:53 (60 sec.)
Unidentified Speaker
I DO APPRECIATE THE ENDORSEMENTS OF THE NEWSPAPERS THAT MR. ROSSI CITED. AND I DO A CREATION -- I DO APPRECIATE THE TECHNOLOGIST MY WORK WITH VETERANS,...

00:47:40 (41 sec.)
Unidentified Speaker
IF WE HAVE FULL DISCLOSURE, WE CAN TALK ABOUT THE FACT THAT COME AFTER THE BIG BAILOUT OF THE BANKS, SENATOR MARY HAD $1 MILLION CONTRIBUTION FROM THESE...

00:48:11 (15 sec.)
Unidentified Speaker
WE HAVE ANOTHER QUESTION FROM OUR OF YOUR.

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00:48:14 (34 sec.) **Unidentified Speaker**
BY NAME AS SEAN. I AM FROM SPOKANE VALLEY. WITH POLITICS BECOMING MORE AND MORE PARTISAN, WHAT ARE YOUR PLANS FOR BRIDGING THAT GAP, EVEN IF IT MEANS GOING...

00:48:37 (1 min.) **Unidentified Speaker**
THAT IS ACTUALLY THE HALLMARK OF WHAT I DID AS A STATE SENATOR. WHEN I WAS THE CHAIRMAN OF THE SENATE WAYS AND MEANS COMMITTEE. WE HAD THESE MOST DEFICIT...

00:50:16 (1 min.) **Unidentified Speaker**
I ALWAYS START WITH A PROMISE THAT MY STATE AND MY COMMUNITIES AND THE FAMILIES I REPRESENT COME FIRST AND I WILL TAKE ON ANYONE TO MAKE SURE THAT WE TAKE...

00:51:45 (15 sec.) **Unidentified Speaker**
MR. ROSSI, REBUTTAL.

00:51:47 (53 sec.) **Unidentified Speaker**
YOU DIDN'T HEAR ANYTHING ABOUT HOW THE HEALTH CARE BILL WAS A BIPARTISAN EFFORT, BECAUSE IT CLEARLY WAS NOT. IT WAS A VERY PARTISAN PIECE OF LEGISLATION....

00:52:25 (15 sec.) **Unidentified Speaker**
SENATOR? WE NEED TO DO THIS.

00:52:29 (1 min.) **Unidentified Speaker**
WHAT I DID NOT HEAR AND ALL THAT IS HOW MR. ROSSI WILL WORK WITH THE THE REAL CHALLENGES IN FRONT OF US, OUR DEBT, MAKING SURE THAT PEOPLE GET JOBS, MAKING...

00:53:16 (23 sec.) **Unidentified Speaker**
QUESTION OF THE DEBATE. WE'RE DOWN TO THE LAST DROP YOUR ANSWERS TO 30 SECONDS. YOU HAVE A CHANCE TO REBUT.

00:53:29 (39 sec.) **Unidentified Speaker**
THERE HAS BEEN TALK ABOUT THE FORCES TANKER. YOU SAY THAT YOU SUPPORT BOEING BUILDING THAT TANKER. YOU ALSO SAY THAT ILLEGAL SUBSIDIES FOR AIRBUS SHOULD...

00:53:55 (49 sec.) **Unidentified Speaker**
THAT IS EXACTLY WHAT I HAVE BEEN FIGHTING FOR FOR A VERY LONG TIME. IF WE HAVE A LEVEL PLAYING FIELD AND ILLEGAL SUBSIDIES ARE TAKEN INTO ACCOUNT SO AIRBUS...

00:54:33 (54 sec.) **Unidentified Speaker**
IT HAS COST THE AEROSPACE INDUSTRIES IN AMERICA 60,000 JOBS SO FAR. WE NEED TO TAKE ALL OF THAT INTO ACCOUNT. I BELIEVE THAT THE BOEING EMPLOYEES WILL...

00:55:14 (51 sec.) **Unidentified Speaker**
I TAKE A BACKSEAT TO NO ONE IN MAKING SURE THAT PEOPLE IN OUR COMMUNITIES HAVE JOBS AND BOEING IS A VERY IMPORTANT EMPLOYER. HERE IN SPOKANE, BOEING IS...

00:55:53 (15 sec.) **Unidentified Speaker**
MR. ROSSI, 30 SECONDS.

00:55:54 **Unidentified Speaker**

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48 sec. WE NEED TO MAKE SURE THAT BOEING IS HEALTHY, BUT WE ALSO NEED TO MAKE SURE THAT ALL BUSINESSES IN THE STATE OF WASHINGTON ARE HEALTHY. WE NEED TO GO IN...

00:56:28
17 sec.
Unidentified Speaker
IT IS TIME FOR CLOSING STATEMENTS. EACH CANDIDATE WILL HAVE ONE MINUTE.

00:56:33
1 min.
Unidentified Speaker
I WANT TO SAY THANK YOU VERY MUCH FOR WATCHING AND THANK YOU FOR PUTTING THIS ON TODAY. THANK YOU SENATOR MURRAY. I TRULY APPRECIATE THE DEBATE. WE HAVE...

00:57:42
1 min.
Unidentified Speaker
IN THIS ELECTION. THERE IS A VERY CLEAR CHOICE I WANT TO THANK MR. ROSSET FOR PARTICIPATING AS WELL. BUT WHAT MR. ROSSI DID NOT TELL YOU TONIGHT IS THAT...

00:58:48
16 sec.
Unidentified Speaker
THANK YOU TO THE CANDIDATES AND TO YOU, THE PANEL. (APPLAUSE)

EXHIBIT 67

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Gmail Debate/District Trip (Oct. 2010)

Rossi/Murray Debate #1 Questions

Riva Litman <[redacted]@gmail.com> Mon, Oct 18, 2010 at 5:27 PM
To: [redacted]@mail.house.gov, [redacted]@aol.com, [redacted]@comcast.net, Todd 2001 <[redacted]@hotmail.com>, Patrick Bell <[redacted]@patbell.com>

Hi Congresswoman,

We transcribed the first Rossi/Murray debate (Rossi's answers included) in case you would like to get an idea of what they were asked.

The standard format was:

1-minute opening statement by each candidate
Question
Candidate 1: 1-minute response
Candidate 2: 1-minute response
Candidate 1: 30-second rebuttal
Candidate 2: 30-second rebuttal
1-minute closing statement by each candidate

In 58 minutes, there were only 12 questions total.

We'll include this as part of your debate prep packet as well.

Thanks!
Riva

Rossi Murray Debate Transcription.doc
37K

Todd Weiner <[redacted]@hotmail.com> Mon, Oct 18, 2010 at 5:50 PM
To: [redacted]@gmail.com, "McMorris Rodgers, Cathy" <[redacted]@mail.house.gov>, [redacted]@aol.com, [redacted]@comcast.net, [redacted]@patbell.com

text below - in case you cant read the attachment

<u>Rossi/Murray Debate #1 Questions</u>

QUESTION #1 (Jim Camden):

The war in Afghanistan is becoming one of the longest wars this country has ever waged, and the casualty count is rising as the surge strategy is employed there similar to what was used in Iraq. Senator Murray supports a timetable for withdrawal; Mr. Rossi, you don't. But I'm wondering if you two could both tell us how long we should be willing to stay in Afghanistan and under what conditions should we be willing to leave?

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ROSSI:

Thank you to the military families...take a step back and look at pre-9/11 in Afghanistan. Terrorist training camps. We can't let them come back into power. I don't agree with having a date to withdraw our troops. We could end up with more terrorist camps training people who want to kill us. We can't allow that to happen. Must give our military every tool possible to achieve our objectives.

QUESTION #2 (Voter):

What will you do to create more jobs for Washington State?

ROSSI:

We have a functional unemployment rate in Washington of 17.4%. Serious problem. I'm a small business man. People aren't expanding businesses because they don't know what their government is going to do next week, what health care is going to cost, tax cuts, etc. – too much uncertainty. Uncertainty is leaving them in limbo. They aren't going to expand their businesses. Stimulus failed and now we have a very large deficit. Business owners need STABILITY and CERTAINTY so they can expand their businesses and chase the American Dream. Government solution has failed.

QUESTION #3 (Michelle Dupler):

If you were to vote to increase spending for nuclear waste cleanup at Hanford, as the Washington State Department of Ecology has suggested may be necessary to meet targets in a 5-year plan, would you cut other parts of the federal budget to avoid increasing overall federal spending, and if so, what would you cut?

ROSSI:

We're going to have to make reductions in this budget. We need to go line by line in the budget. We need to end the stimulus. $275 billion sitting there. No raises for a year = $30 billion. You can make reductions in the budget. You can be fiscally conservative and have a social conscience – they're not mutually exclusive.

QUESTION #4 (Voter):

Given that it seems Social Security and other entitlement programs are underfunded, how would you recommend these issues be resolved for those already retired and for those eligible to retire in the next 20 years?

ROSSI:

We have to make sure we come through with what we promised to seniors, but social security has been used as a piggy bank. The biggest threat is going to be the debt. Right now we're borrowing money rather cheaply. We have some serious issues to deal with – because we have to make sure we are going to come through with what we promised. Democrats voted to raise taxes on social security. This impairs the programs we have for seniors, and high spending won't help us preserve these programs for seniors.

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QUESTION #5 (Nadine Woodward):

Republicans want to repeal health care reform. So what would you replace the current plan with?

ROSSI:

There are solutions. Allow individuals to buy health insurance across state lines. Lawsuit reform has helped reduced costs. Health Savings Accounts. Allowing individuals in small groups to ban together and buy health insurance like the big boys do. It doesn't cost the taxpayers a dime. There are answers here – and they won't bankrupt America.

QUESTION #6 (Voter):

As a Senator, what will you do to stop any dam removal on the Columbia and Snake Rivers? This question is important to Eastern Washington as jobs rely on the low-cost hydropower and the shipping lanes they provide.

ROSSI:

We have to make sure we protect these dams. They are vital to our economy, to the state of Washington, to the country.

QUESTION #7 (Jim Camden):

Last month in Tacoma a Federal Judge ordered the reinstatement of Major Margie Whitt, a Spokane nurse, back into her Air Force Reserve Unit at McChord AFB, after she was discharged under Don't Ask Don't Tell. Judge Leighton said Witt's being a lesbian wasn't disruptive to her air evacuation unit. Her discharge was. If what's being called the Witt standard is going to be applied across the military, the military will have to show that an individual soldier's discharge is better for the unit, that specific unit, than the entire military branch. Should Congress repeal Don't Ask Don't Tell or let it stand even in the face of the Whitt standard, and a separate federal court ruling that says Don't Ask Don't Tell is unconstitutional?

ROSSI:

Well, up until now, it appears to have been working, but I'm looking forward to seeing what the upcoming report says. We want to fully investigate before making a decision.

QUESTION #8 (Voter):

Hi my name is Ryan; I'm a senior at EWU. My question has to do with college tuition. I'm currently going to school full-time and working part-time. I'm in the process of getting a second job and I just took out another student loan to help pay for my bills. Unfortunately my parents' combined income is just over the line that would make me eligible for financial assistance from the government. My question is, what specifically would each candidates do to help bring relief to middle class families?

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like mine that aren't poor enough to receive assistance from the government but aren't rich enough to pay for everything either.

ROSSI:

Make sure there are loans available – and that there are need-grants available for those who cannot afford it. Part of the takeover of government has been the takeover of student loans. Students and parents should have options.

QUESTION #9 (Michelle Dupler):

Michelle Dupler: Would you support providing amnesty to undocumented workers currently living in the United States. If so, how would you determine who gets amnesty? If you would not, how would you address the shortage of seasonal agricultural labor if those workers were deported?

ROSSI:

This is a bigger issue – a complete and total failure on the federal government's part to control our borders. I don't support amnesty. We need to get control of our borders. We need a tall fence with a high gate – a physical barrier. It's been a failure on the federal government's part. We want people to come here to chase the American Dream, but we've gotta know who they are, if they have a criminal background, etc. We have a serious challenge ahead of us. Unfortunately, the federal government has failed us. We need people to come here – the "life blood" of people here are immigrants like my grandparents.

QUESTION #10:

Both of you are running ads that depict your opponent as having made poor decisions in the past; is there anything your opponent has done for the state of Washington that you approve of?

ROSSI:

Murray has done great work with veterans…

QUESTION #11:

With politics becoming more and more partisan and less amicable towards bipartisanship, what are your plans to close that gap, even if it means going against party leadership, and are you willing to risk alienating your party leadership to work for what is actually best for the American people and not for your career?

ROSSI:

The problem is too big for one party to solve…

QUESTION #12:

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There's been some talk about replacing the Air Force's tanker and both of you say you support Boeing building that tanker. You also say that illegal subsidies for Airbus should be taken into account for Boeing, but I'm also wondering, if Airbus can demonstrate it can build a better plane for less money why shouldn't the Pentagon give them the bid so we can start replacing those tankers at Fairchild?

ROSSI:

Airbus has an outrageous level of subsidies...we need to take that into account. Boeing needs to put a better product out, and then have it at Fairchild.

Date: Mon, 18 Oct 2010 14:27:11 -0700
Subject: Rossi/Murray Debate #1 Questions
From: [redacted]@gmail.com
To: [redacted]@mail.house.gov; [redacted]@aol.com; [redacted]@comcast.net; [redacted]@hotmail.com; [redacted]@patbell.com
[Quoted text hidden]

EXHIBIT 68

Gmail

Debate/ District Trip (Oct. 2010)

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Debate Guidelines/Romeyn's Attacks

Riva Litman <[redacted]@gmail.com> Mon, Oct 18, 2010 at 8:54 PM
To: [redacted]@mail.house.gov, jeremy deutsch <[redacted]@aol.com>, Todd 2001 <[redacted]@hotmail.com>, Patrick Bell <[redacted]@patbell.com>, [redacted]@comcast.net

Congresswoman,

Please read through the guidelines below. I've outlined some general tips and some overall rebuttals to what will most likely be Romeyn's criticisms. And at the bottom you'll find Romeyn's platform and talking points.

Thank you!
Riva

Riva's Debate Guidelines

GENERAL TIPS:

- **LISTEN to the question in its entirety.** If necessary, jot down notes as the reporter is asking the question – just so you make sure you don't lose track of what is being asked. This is often one of the biggest challenges debaters face: they don't listen to the full question and then end up answering something unrelated. Don't fall into that trap.

- **Map out in your head how you're going to answer the question before anything comes out of your mouth.** You want to have a ROAD MAP before you respond aloud. This will enhance the clarity of your response and prevent you from rambling and/or digressing.

- **ANSWER THE QUESTION THAT WAS ASKED.** People often go straight to the talking points without answering the question that was posed. The last thing you want is for Daryl Romeyn to (accurately) accuse you of evading the question in his rebuttal. So make sure you address exactly what is being asked of you.

- **Don't try to fit too much into your answer.** Remember: you're only going to have 60 seconds for your answers and 30 seconds for you rebuttals. Stick to 1-2 main points. The more you try to fit in to a single answer, the more confusing and muddled you response will be. You'll generally only have time to respond to a single point during your rebuttals. At the end of the day, the winner of the debate will be the one whose message RESONATES the best. Your message will not resonate if you try to fit too much into your answers in the time allotted.

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- **Always, always, always tie your answers back to the people of the 5th District.** Make these issues local. Distill the larger issues into something the people can understand. Make it matter to them. For people who are disillusioned with politics right now, you want to leave no doubt in their minds that you care about *them*. Your message will only resonate if you tie it directly back to what you have done and what you will continue to do for your constituents.

- **Use anecdotes when necessary.** Show through example that you're an active and engaged member of Congress who listens to and is in touch with the people you represent.

- **Keep the debate in your control.** If Daryl Romeyn starts accusing you of something random, bring it back to the issues. The more effectively you do this, the more the debate will remain in your control.

- **Remain calm, cool and collected – and be confident that you know what you're talking about** (because you do!). Convey that. Use your likability to your advantage! Be assertive yet nice. And don't forget to smile!

RESPONDING TO ROMEYN'S ATTACKS:

Since most of Romeyn's arguments won't be substantive, he's most likely going to resort to some pretty broad accusations about your job in Congress. He will do everything he can to show that he's the "common man" and you're the "career politician." Your job is to disprove his points simply by citing the facts and showing the viewers – through examples – that his arguments are neither valid nor accurate.

Daryl Romeyn will attempt to draw a "mirror opposite negative" between you and him by:

- Portraying you as a member of the Washington (DC) establishment,
- Accusing you of being out of touch with the people,
- Lambasting you for voting with the Republican Party 97% of the time, and
- Being a career politician.

In order to win this debate, you need to effectively refute those claims. You need to show – by citing examples – that you *are* in touch with the electorate. Mention how often you come back to the District, how long you and your family have lived in the District, how much time you've spent talking to the people in the District. Don't leave a doubt in anyone's mind that you understand, care about, and work for the people of the 5th District.

He's also going to accuse you of being incredibly partisan. Your job is to rebut this point by using examples that prove the opposite. Mention all the times you have reached across the aisle, worked with Democrats on major initiatives, co-sponsored bi-partisan legislation, voted against Republican policies (i.e. TARP in October 2008). **You need to mention that you put PEOPLE and PRINCIPLES first, NOT PARTY.**

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He will accuse you of being part of the Establishment that got us into this economic mess. He will tie the 5th District's suffering economy to YOU. Again, your job is to show that the opposite is true: that you have repeatedly voted against the failed "spend, borrow and bailout" policies of this Administration and that you're working every day to ensure that the people of the 5th District have opportunities to pursue the American Dream and succeed in this economy.

ROMEYN'S TALKING POINTS:

Almost everything he will say will most likely come from these "arguments" below. I've condensed them into short bullet points so you get an idea of where he stands. Familiarize yourself with his "platform" and be prepared to respond to it.

- **GROW THE ECONOMY:** The economy is the number one priority of my campaign to represent you in Washington's 5th Congressional District.
- **CREATE JOBS:** We need lasting jobs that pay wages a family can live on.
- **BOOST SMALL BUSINESSES:** Nurture small business with tax relief and encourage entrepreneurs by providing access to capital.
- **PROMOTE THE ENVIRONMENT:** Invite non-polluting industry to locate in Eastern Washington.
- **PROTECT NATURAL RESOUCES:** Our chunk of earth and sky - through environmental stewardship. We can boost rural economies and protect green forests and valuable watersheds by building "light on the land" firebreaks in our national forests. Benefits include jobs, timber, and clean air to breath in Spokane during fire season.
- **PROTECT THE AGRICULTURAL COMMUNITY:** Farming is a lasting pillar of economic strength in Eastern Washington. Let's work to spur more food exports and domestic consumption - gains for Washington agriculture. Let's grow local foods from local farms for local kids.

"I'm a responsible Democrat"

- I'm one of you, a citizen of this great state who sees a need for common sense ideas. Government must be accountable.
- I'm fiscally responsible: We need to pay for our wants and needs.

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- I'm socially responsible: We can do better by our families - backing people over profits.

- I'm responsible to you: Your Congressman is your voice in our nation's capital.

- Our incumbent is as partisan as can be, voting 97% of the time with her party. I say good ideas come from Republicans and Democrats alike. We need Representatives who will talk through their differences for the good of the country. So let's break camp and get moving along the trail to the new frontiers of a better tomorrow.

The incumbent's way endangers American Dream...

- The trail to a better tomorrow is hard to find for many of us in this day and age. Yet, we're in danger of losing the American dream all together if we continue to follow the incumbent's lead. **Look at the economic mess we're in, clearly government can do better by us in the 5th Congressional District of Eastern Washington.**

- Last Sunday's Union-Bulletin featured an Op-Ed piece written by McMorris Rodgers. I appreciate the opportunity to present another perspective for I was at the very town hall she cited. For the record, it was in Spokane and about 70 of her supporters attended. Facts are important in my world, as I spent a career in local T.V news. **People at the town hall heard Cathy McMorris Rodgers say she got into politics right out of college. So much for term limits. Not a word of that was uttered.**

- It's good to have a convenient memory when one is a professional politician. The incumbent is part of the political establishment that got us into the current mess. I'm one of you, now an organic farmer, a citizen of this great state who sees a need for common sense government with a representative working on our behalf again. **This contrast between candidates defines the threat to the American Dream. Ask yourself if you support the status quo or someone who is a fresh face on the political scene when we need it the most.**

- Which candidate knows you better? I've lived in the Spokane area for 25 years. My outdoor show, Romeyn's Domain, took me just about everywhere in Eastern Washington. I know the nooks and crannies, the people, and the potential. During this campaign, I have been in all 12 counties of the district listening and learning. **A representative needs to be in touch with the people or we lose the American Dream.**

- Cathy McMorris Rodgers talks again and again about a balanced budget. Sounds good, but have you heard any details? Ask her to explain why she voted for the huge federal deficits of the Bush era? Look in the mirror seniors; did you get a cost of living raise last year? She did. Members of congress are free to turn down the money. **We need a representative from Eastern Washington who understands people are hurting at home and is ready to lead by example.**

- The budget deficit is a danger to our national security. Let's make sure any new federal spending is offset by a corresponding decrease in federal spending. I'm a fiscally responsible Democrat, because we need to pay for our wants and needs. We don't need new taxes on the middle class, the monies are already in

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the system. Spending tax dollars wisely is the job of congress.

- Beyond the human cost in Afghanistan, the borrowed monies and tax dollars invested there are needed at home. Every time the incumbent votes to fund the war, she is funding nation building. We're using our dollars to build irrigation canals and roads in Afghanistan. I say we build the next four lane stretch of Highway 12 and phase two of the Columbia Basin Irrigation Project. That's infrastructure investment that makes sense for America.

- We can get back on our feet again by producing goods at home. Only when we stop the exodus of jobs overseas will we get people back to work. When people are working, they pay income tax, pay into social security and have money to spend. That's the way to a better life for all of us.

- We need representatives who believe in talking through differences for the good of the country. **The incumbent votes 97 percent of the time with her party. Good ideas come from Republicans and Democrats alike.** If we continue to elect professional politicians who put the party first and corporate profits before people, then the gridlock and economic mess we see around us will further threaten the American Dream.

Debate Prep 10.19.10.doc
44K

Patrick Bell <[redacted]@patbell.com>
To: Riva Litman <[redacted]@gmail.com>
Mon, Oct 18, 2010 at 9:16 PM

One line he may try: I'm like you. I was "laid-off" in a bad economy. I started a business. Times got tough, and I got going, etc. That kind of bootstrap narrative. Then to contrast that with CMR's adult life on the government payroll.
[Quoted text hidden]

EXHIBIT 69

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Debate Prep Packet
Monday, Oct. 19, 2010

Big Picture Tips:

Style is as Important as Substance: Smile; don't allow the reporters or Romeyn to get under your skin; be courteous and respectful…pace yourself (you'll have plenty of time to answer)…it's just 1 hour (about 12 Qs total)…a tie is a win.

Stay on Reservation: When faced with an unfamiliar question, get to 40,000 feet and speak about broad principles (listening to people, need for change, etc)…Whenever possible, bring back every question to what you're doing for Eastern Washington, and how Obama/Pelosi has made things worse (and how DR will continue those policies).

Thematic Points:

*I am the agent of change ("passion for change and the experience to get it done")

*Daryl represents status quo (will continue failed Obama/Pelosi policies)

*I've said "no" to the policies that failed (bailout, stimulus, health care), and I'm saying "yes" to the policies that will work (cut taxes, BBA, "repeal and replace")

*I have yet to hear a good argument for why Speaker Pelosi should have another Democrat in Congress to carry out her failed policies.

* If people want a new spirit of bipartisanship, they should want GOP to take House… If Republicans take House, there will be checks and balances; we will be able to hold Obama accountable; the biggest reason for partisanship in DC is Dems control everything

*Daryl says he's a "responsible Democrat." Does that mean he thinks Obama + Pelosi have been "irresponsible" in leading the country? If so, I agree with him.

EXHIBIT 70

Gmail Shaughnessy Murphy <[redacted]@gmail.com>

Debate Items--Please Review

3 messages

Jeremy deutsch <[redacted]@aol.com> Fri, Oct 5, 2012 at 9:49 AM
To: Todd Weiner <[redacted]@hotmail.com>, Brett ODonnell <[redacted]@odacommunications.com>, Dawn Sugasa <[redacted]@gmail.com>, Stan Shore <[redacted]@politicalservices.org>, Riva Litman <[redacted]@gmail.com>, Shaughnessy Murphy <[redacted]@gmail.com>, Patrick Bell <[redacted]@patbell.com>

Good Morning:
Attached to this email please find a memo on the upcoming debate along with a debate agenda and other supporting documentation. Please start reading the memo and agenda as it sets the stage for the upcoming week. I look forward to discussing in further detail and our debate prep today, this weekend and in the district. I am meeting cmr at 10:30 for our Whip Conference Call and should be back in office around 12 or so. Thank you,
Jeremy

5 attachments

- Debate Agenda.docx 58K
- memo.docx 112K
- General Election Q and A--CMR.doc 55K
- 10-1-12 PB Cowan Research.docx.docx 49K
- 10 Questions.docx 143K

Shaughnessy Murphy <[redacted]@gmail.com> Fri, Oct 5, 2012 at 10:50 AM
To: jeremy deutsch <[redacted]@aol.com>

Are we positive the ksps debate is at 11:00 am?
[Quoted text hidden]

Dawn Sugasa <[redacted]@gmail.com> Fri, Oct 5, 2012 at 11:52 AM
To: jeremy deutsch <[redacted]@aol.com>, Todd Weiner <[redacted]@hotmail.com>, Brett ODonnell <[redacted]@odacommunications.com>, Stan Shore <[redacted]@politicalservices.org>, Riva Litman <[redacted]@gmail.com>, Shaughnessy Murphy <[redacted]@gmail.com>, Patrick Bell <[redacted]@patbell.com>

Here's the location for Monday's debate prep:

Potlatch Conference Room
601 West First Ave., Suite 1600
Spokane, Washington 99201

I reserved it from 2-6 pm. They're entire executive team is out of town next week so it will be really quiet. I will meet you guys over there and make sure you get in okay.

Let me know if you need anything else.
Thanks,

Dawn
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Debate Agenda
Friday, October 5th-Tuesday, October 7th

Friday, October 5th, Debate Prep (2:00-3:30)
- 2:00-3:00 Practice Q&A
- 3:00-3:30 Practice Opening and Closing Statements
- Call-in [redacted]

Sunday, October 5th, Debate Prep (3:30-5:30)
- 3:30-4:30 Mock Debate I
- 4:30-5:30 Mock Debate II
- Call-in [redacted]

Monday, October 6th Debate Prep (2:00-5:30)
- 2:00-3:00 Mock Debate III
- 3:00-3:30 Debate critique
- 4:00-5:00 Mock Debate IV
- 5:00-5:30 Debate critique

Tuesday, October 7th Debate Prep/Debate
- 9:00-9:30 Warm-up
- 9:30 Depart for Studio
- 10:00-11:00 Make-up
- 11:00-12:00 Debate

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TO: Todd Winer, Patrick Bell, Brett O'Donnel, Shaughenssy Murphy, Riva Litman, Stan Shore

FROM: Jeremy Deutsch

DATE: October 4, 2012

RE: Debate Prep and the Week Ahead

As you all know, next week is a very critical week and we must do everything we can to make certain CMR is well prepared for her debates. I wanted to take this opportunity to review a few items and properly set staff expectations.

Attached to this memo please find the following:

- Draft debate agenda for the next couple of days. The agenda gives ample time for practice and also four mock debates. Let me know if you have any thoughts or feedback.
- Research document that Patrick developed. The documentation is very thorough and covers Cowan's major messaging themes, statements and other documentation. Please take time to review.
- Proposed panel questions Todd crafted
- Q&A from the Spokesman
- Opening and closing statements articulating CMR's great accomplishments while also anticipating what Cowan will say about CMR in his statements.

Action items:

- Develop draft answers for the questions Todd drafted. What questions and answers are we missing?
- Create a list of factoids that we can anticipate Cowan will hit us on (consult the first page of Patrick's document—Cowan's Major Messaging Themes).
    - For example, our opponent has spent the last two weeks saying we are not home—so what is the answer? How often are we home?
    - Cowan is the only candidate who has created jobs—he is not a career politician. How many jobs bills have we co-sponsored? How many millions of jobs would that have created? What about our bills we sponsored and passed the House? How many jobs would

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be created if signed into law?

- CMR has cut funding to military and veterans. How have we helped Military and our veterans?
- Cowan will say we cut Medicare and want to privatize Social Security.
- CMR is the pocket of Big Business and Wall Street—just look at her contributions. How many individual donors do we have? How much money comes from the district? State? And DC? Dawn can help us with this question.

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Prep Questions/Briefings
CMR

Main Messages

Top Line Message: I'll fight for the people of Eastern Washington.

Main Attack:

My opponent says that he created jobs, but he did it at the expense of every other job creator in this state by getting a bill passed that helped his own business that had to be paid for by every other business. We don't need more politicians in Washington who cater to special interests or who take care of themselves. I'll fight for the people of Eastern Washington

My opponent brought Hollywood values to Eastern Washington. I'll fight for Eastern Washington and I've been taking those values to Washington.

Q and A

Q: Your opponent says you're running a content free campaign and that you've never created jobs?

A: I've been fighting in Washington to create jobs and turn our economy around. To the thousands of people that wake up every morning without a job, that matters. My opponent says he knows how to create jobs, but what he really knows how to do is bring Hollywood values to Eastern Washington and get a special deal for his business. The problem is that every business should have the same opportunity to create jobs--not just the ones he picks. I'll fight for all businesses and won't let the government pick winners and losers or cater to special interests--that's what's wrong with Washington, DC.

Q: What makes you a better candidate than Cowan in the general election?

A: I grew up here in Eastern Washington. Worked on my parents farm and was raised on Eastern Washington values. I know the value of hard work and know what it takes to create jobs and turn our economy around. That's what I've been fighting for in Washington and I'll keep fighting everyday for the people of Eastern Washington. My opponent fought for Hollywood values and has fought for special interests. That's not what we need in Washington.

Q: Why won't you debate your opponent more? Don't the people of Connecticut deserve more debates?

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A: We're here debating today and we'll debate one more time. What's important is that we listen to the people of Eastern Washington and that's what I've spent my time doing. I have spent my time listening to the people of Eastern Washington. Listening to their stories about how the economy has hurt them, their businesses and their lives. It's important that we listen to people and that's what I've been doing.

Q: You were against the Buffet plan and for extending all of the Bush tax cuts. Shouldn't the rich have to pay more?

A: As president Obama said, we can't afford to raise taxes on anyone, including job creators in this economy. We need to extend all of the current tax rates to keep from going over the fiscal cliff, having the largest tax increase in American history and killing American jobs. And we have to avoid sequestration that threatens our national security and jobs right here in Washington. The Buffet plan was an election year gimmick that only would have funded the government for 17 hours.

Q: Your party's nominee said that 47% of Americans don't contribute to our country and are victims that are dependent on the government. Do you agree with that?

A: Of course we need a safety net for those who can't take care of themselves. But we also need to work to create opportunities for all Americans, and its not government that creates those jobs, it's the private market. The numbers of Americans on food stamps and other government programs is staggering. Americans are suffering in this economy. We need to get government out of the way and help job creators create millions of good paying jobs that will help all Americans.

Q: With your party in control of the House, why do you believe that the farm bill did not pass?

A: I enjoy good communication with farmers in my district and with state and national farm organizations. The farmers, farm organizations and myself are more than frustrated that Congress has adjourned without finding a solution to pass a reformed farm bill. Farmers and all Americans who consume farm products have every right to be concerned by Washington's inaction. This is just another illustration of the broken ways of Washington.

The farm bill as currently written fails to reform a problematic budget program. It fails to provide farmers with the certainty they need to sign contracts and prepare for next year's growing season. We need a farm bill that provides for a safe, reliable food supply. I am committed to supporting a solid, reform-minded farm bill that reflects what consumers and farmers need.

Q: What have you done to ensure that a farm bill is passed? Doesn't your failure to get even a vote for the farm bill prove that you've become part of Washington and the elites of the Republican leadership?

A: Unfortunately, since I do not sit on the Agriculture Committee, the best thing I can do is work with Leadership, my colleagues who sit on the Committee and continue to work with state and local farmers to see to it their interests are met.

Q: Don't you think that responsibly ending the Wars in Iraq and Afghanistan is a good thing?

A: Of course, if we were ending the war responsibly. But that is not the case. All Americans are weary of war, but we should never forget that the plot to kill Americans was hatched in the mountains of Afghanistan. While our soldiers are dying, it is my belief that President Obama is playing politics with our troops. I disagreed with announcing a date certain for withdrawal. But we need to end the war in Afghanistan responsibly and make sure our troops are protected as we come home.

Q: Do you believe that the United States should go to war with Iran? Syria?

A: No rational human being craves war. War is terrible and only an option of last resort. However, you should never take a military option off the table because you come to negotiations already weaker. If the fear of the U.S. military is off the table, then these countries will continue to believe they can get away with anything. We need to protect our ally Israel and Iran can never be allowed to have a nuclear weapon. We should never put troops in harms way unless there is a vital US national interest and there is a clear mission. I am not convinced that exists yet in Syria.

Q: What in your view should be the United States policy toward China? Russia? North Korea?

Bottom line, an economically and militarily strong United States is the best policy. If we are successful on those two fronts, we will be successful against China, Russia, and North Korea.

Q: Why do you continue to push for these tax cuts which simply add to the debt and provide taxes for the wealthiest individuals? Shouldn't the rich pay more?

A: I want a pro-growth economy. I want to create an environment to allow for job creation. Increasing taxes does not create jobs. It kills them. I will continue to fight for lower taxes. We do not have a revenue problem, we have a spending problem. We can't afford to raise anyone's taxes in this economy, not on job creators or on the middle class.

Q: You voted for the Ryan Budget. Do you believe we should turn Medicare into a voucher system?

A: Let me be clear, no one 55 or older will have their benefits touched. This is election year scare tactics meant to scare seniors into thinking we want to take their benefits away.

The truth is that we have to come together to save Medicare and Social Security. And it was my opponent's party that voted to take 716 Billion away from Medicare.

Lilly Ledbetter/Equal Pay/War on Women

Points to Make

- I come from a family with a long history of women working both in and out of the home.
- Equal pay for equal work is the law and I fully support it. There should be no difference in pay between a man and a woman performing the same job.
-This wasn't about ending pay inequality, it was a partisan stunt to line the pockets of trial lawyers.
-In 2009 the President Obama told us that the Lilly Ledbetter Act would ensure equal pay for equal work. It's 3 years later and the wage gap isn't any better.
- It's just one more example of a President and Senate majority that values style over substance.

Key Facts

- On average, women work fewer hours than men with many preferring part-time work. (Kay, Hymowitz, Wall Street Journal, April 26, 2012, http://online.wsj.com/article/SB10001424052702303592404577361883019414296.html?mod=googlenews_wsj)
- The Democrats are substantially exaggerating the wage disparity by using data that fails to compare men and women working in similar positions. The real wage gap is around 5%. (Natalia A. Kolesnikova and Yang Liu October, Federal Reserve Bank of St. Louis, October 2011, http://www.stlouisfed.org/publications/re/articles/?id=2160)
- Almost all, if not all of the wage gap is a product of factors unrelated to workplace discrimination. (http://www.consad.com/content/reports/Gender%20Wage%20Gap%20Final%20Report.pdf)

Responses to Expected Attacks

Women are at a disadvantage under the policies of CMR

- According to the Department of Labor the actual wage gap is around 5%.

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- Any wage gap is a problem and worth fighting, but like the rest of the phony "war on women" this is an issue where the Democrats have distorted the facts to suit their political purposes.
- The Democrats cherry-picked numbers that don't account for differences in part-time and full-time work, different job responsibilities, or even the number of hours worked. Multiple economists and fact-checking sites have called them out on these numbers yet they continue to use them.

What specifically would you do to fight gender discrimination in the workplace?

- We've made significant progress toward wage equality and I'm convinced that the small remaining gap can be bridged by enforcing the laws we already have. In the final two years of the Bush Administration, the EEOC filed 18 gender-based workplace discrimination lawsuits. In the first 3 years of the Obama administration, the EEOC only file 6.

Taxes

Points to Make

- I support extending the 2001 and 2003 tax cuts in their entirety.
- In addition to extending the tax cuts, we need a simplified tax code that the average people can understand without hiring a CPA. By the IRS's own calculations, each year Americans spend more than 6 billion hours preparing their tax returns.
- There are several reasons the President and our current senators are wrong to play class warfare in an effort to raise taxes.
  - First, this is the wrong time to raise taxes on anyone. Our number one priority should be job creation and the worst thing we can do right now is take money out of the hands of job creators when the economy is already historically weak. This is just one more example of the failed economic policies of Obama.
  - Second, the President is wrong to claim that their plan only taxes the rich. Economists estimate that nearly half of all small businesses would see their taxes increase. We aren't talking about the rich. We're talking about small business owners trying to grow their business and create jobs.
  - Third, their plan is an election year gimmick that won't address the real problem - spending. In 2001, we were projected to run a $5.6 trillion surplus over the next ten year. Instead, we ended up running a $6.1 trillion deficit. If you take a close look at the recent Congressional Budget Office Report, you'll find that only around 4% of that turnaround was a result of the Bush tax cuts that Obama wants to repeal. President Obama added nearly double that amount to the debt just by passing the stimulus bill.

Key Facts

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- Each year Americans spend more than 6 billion hours completing their tax returns. Nina Olsen, IRS taxpayer advocate, January 5, 2011 (http://www.nytimes.com/2011/01/06/business/economy/06tax.html)
- Obama's plan would increase taxes on nearly half of all US small businesses. Kevin Hassert, Senior Fellow at the AIE, Wall Street Journal, Sept 3, 2010 (http://online.wsj.com/article/SB10001424052748703959704575454061524326290.html)
- Only 4% of the budget turnaround of the last 10 years was due to the Bush tax cuts on those making $250,000 or more. Rob Portman (citing the June CBO report), July 12, 2012 (http://thehill.com/blogs/on-the-money/domestic-taxes/237685-portman-bush-tax-cuts-played-small-role-in-rising-deficits

Regulations

Points to Make

- Businesses are being crushed beneath the weight of regulations.
- Any plan to grow the economy and create jobs must include freeing our business from the burden of overregulation. One independent study found that eliminating just 5% of our regulatory budget would increase 1.2 million jobs per year. On average, eliminating the job of a single regulator creates 100 jobs and grows the economy by more than $6 million.
- We should start by repealing Dodd-Frank, repealing the President's health care law, and increasing Congressional oversight of the EPA.
- President Obama and his allies have been willing to regulate every corner of our economy. They've dramatically expanded environmental, energy, financial, and health care regulations.
- For example, the EPA passed a rule that experts estimate will close more than 30 power plants, drive up the cost of electricity, and eliminate more than 180,000 jobs per year.

Key Facts

- Cutting 5% of the regulatory budget would create 1.2 million new jobs. PHOENIX CENTER POLICY BULLETIN NO. 28, April 2011, (http://www.phoenix-center.org/PolicyBulletin/PCPB28Final.pdf)
- MACT will shut down 32 power plants. Associated Press, December 20, 2011 ("Power Plant Closures to Cost U.S. Town Jobs, Taxes")
- MACT will cost 183,000 jobs annually. National Economic Research Associates, September 2011, (Potential Impacts of EPA Air, Coal Combustion Residuals, and Cooling Water Regulations)

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Cowan's Major Messaging Themes

- Rich will represent the interests of this Washington in Congress. Cathy represent the interests of the other Washington.
- Rich was the CEO of North by Northwest, and is the only candidate that has experience creating family-wage jobs.
- Rich wants to protect Medicare, Social Security, and veterans benefits that have been *earned* by beneficiaries (i.e. not "entitlements.") Cathy wants to cut away the safety net programs.
- Where is Cathy? Rich has been participating in campaign forums all summer, and meeting voters in all corners of the district. Cathy spends her time helping re-elect a broken Congress.
- Rich will put Eastern Washington first, and work to find bi-partisan solutions to the issues voters care about. Cathy is more focused on scoring political points, advancing a partisan agenda, and puts her party first.
- Rich will not become beholden to party leaders like Cathy has in D.C.
- Rich wants to end tax policies that incentivize companies to export jobs. He supports lowering the corporate income tax rate by 20% (or half) for companies who create and keep jobs in the U.S.
- Rich believes focusing on infrastructure and education are the keys to job creation.
- Rich wants to put aside the partisan bickering, and return to the cooperative approach of Speaker Tom Foley.
- Rich believes Cathy has done nothing significant to benefit the district over the last 8 years.
- Cathy is trying to buy this election, and has spent much more on TV than in past years – only to come up shorter in the primary than 2010 (when she ran no TV ads).
- Rich will rely on his experience and record of bringing a new industry to the region to create and keep jobs here.
- Rich's values are ensuring civil rights, equal pay, reproductive rights, and marriage equality.

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Cowan's Positions on the Issues
Source: RichCowanForCongress.com, accessed 10/2/12

Jobs and the Economy
As a business owner who actually has done the hard work of building a company and creating jobs in Eastern Washington, I understand what a small business owner needs to deliver sustainable, high-paying jobs in our community. Immediately, we need to strengthen the energy, aerospace, healthcare, and agricultural sectors to be competitive. Aren't you tired of the bickering politicians and the obstructionist partisan leadership in Washington?

Training a World-Class Workforce
In order to create jobs and build the local economy here in Eastern Washington, we need schools equipped to prepare our children and grandchildren for 21st Century jobs. From our great local public schools, to our community colleges, to our world class universities, I will fight to get our schools the resources needed to train tomorrow's workers and entrepreneurial innovators.

Military Families and Veterans
At a time when we are asking more of our military and their families than ever before, it is shameful that partisan leaders in the House of Representatives continue to cut funding for military families and even veterans. It's wrong to undervalue our service men and women as they and their families have risked so much for our safety. As your representative, I will be a tireless advocate for Fairchild Air Force Base, VA facilities, and our region's proud community of military families and veterans.

Infrastructure and Conservation
A strong infrastructure is vital to building the economy in Eastern Washington. We need to ensure that bridges, roads and rail we use to get people to work and to get our goods to market are strong and secure. At the same time we need to be good stewards of our God-given infrastructure by protecting open space and ensure real accountability for polluters who jeopardize our clean air and water.

Agriculture
Agriculture is a critical piece of our economy in Eastern Washington and part of fighting to restore our local economy is making sure that our farmers receive the support they need. From fighting for our farmers' water rights to improving infrastructure to opening up trade with foreign markets for our agricultural goods, we need to protect farmers and the farming way of life in Eastern Washington.

Tax Fairness
As working middle-class families are struggling in Eastern Washington, Congress is spending its time handing out more tax breaks to the rich and big corporations which move our American jobs overseas. As a small business owner, I know that a fair and predictable tax code is important to job creation, and we need a system

that rewards hard work and entrepreneurship, not corporate welfare and political access.

Medicare and Seniors
Unlike our current member of Congress who voted for the Ryan plan to end Medicare as we know it – slashing or ending benefits for millions of Americans – I will stand by Medicare, strengthen Social Security and keep our promises to Eastern Washington seniors.

Primary Sources

October 2, 2012 -- Congressional candidate Rich Cowan visits Tri-Cities (KVEW)

A Spokane business owner running for Congress says he plans to put partisan bickering aside and bring representatives together if elected.

Democrat Rich Cowan is running for Washington's 5th district against Cathy McMorris Rodgers.

He visited the Tri-Cities today to speak with residents about issues in the Mid-Columbia.

Cowan says his top priorities are creating jobs, standing by Medicare and supporting farmers who contribute to our region's agricultural industry.

"Congress right now has an approval rating of 10%. It's broken. It's not working. And we need people in there that can bring people together and get the job done" said Cowan.

Cathy McMorris Rodgers has served as the 5th district representative in Washington since 2005.

Cowan says he's been going door to door and visiting with people across the district to gain support.

October 2, 2012 – Rich Cowan Campaigning to Take the 5th District U.S. Congressional Seat

KENNEWICK, Wash.– The race for the 5th District U.S. Congressional seat is on and Rich Cowan wants to unseat the longtime incumbent Cathy McMorris Rodgers.

Cowan is running as a Democrat and says he takes on many moderate stances on issues.

The biggest point he's pressing is job creation and education. He wants to work to develop more high tech job training in our state. He also believes Congress needs to get the Farm Bill passed. And he says he's against the Paul Ryan budget plan and its proposed changes to Medicare.

"Our congress is broken, absolutely broken. I'm a bipartisan kind of person. I'm a moderate. We need to come together and do what's right for people of this district and of this country and that's my value," says Rich Cowan.

The 5th Congressional District covers much of Eastern Washington, including Walla Walla. Cowan says he enjoys his visits to Walla Walla and plans to come back more often to represent that part of the district.

August 8, 2012 -- Cowan on KHQ (MORNING SHOW)

Interviewer: Talk about the overall percent of vote right now. Cathy McMorris Rodgers with 53% you with 34%. You have three months, How do you close that gap?

Cowan: Well first of all, we haven't done any advertising yet. My opponent has done quite a bit, as you can probably tell during the Olympics, and things like that. So we start an advertising program, and do a lot of door belling, and just a lot of work. But we're absolutely going to close that gap.

Interviewer: She has name recognition in the community and nationally, how do you battle that, and get your name out there to even the playing field?

Cowan: Well, we have name recognition as well. I've started this company North by Northwest 22 years ago. Brought a lot of jobs here. And that is really the #1 issue for this area, is jobs, with pension and health care.

Interviewer: What would you differently?

Cowan: Be engaged here, be a part of this Washington, not the other Washington. Represent all of us. Right now, the representation is not spread around to all of our people.

Interviewer: So you feel she needs to spend more time in the community?

Cowan: I would live here. I would be part of our community, and be part of all us, and represent all of us, and really be part of our community.

Interviewer: What are you hearing going door to door? What do they want from you if you're elected?

Cowan: They want me engaged here. And they want jobs. And good family-wage jobs. That really is the key right now. I've proven that, I've done that, I have a record of doing that. The other thing is they want myself and her to be in debates. People are asking that all the time. And we would like to do ten debates, one in every county. And really go over the issues. The people deserve to hear from both candidates and really what contrasts the two of us.

Interviewer: Over the next three months, what will you be doing?

Cowan: 7 days per week, 16 hours of a day, but I'm used to that for the last 22 years at North by Northwest. It's a lot of work, but it's a lot of fun. Going around the district is great, you know listening to people. We're having a great time, actually.

August 8, 2012 News Clip on KHQ (MORNING SHOW)

Cowan: I come from business, and I'm a job creator. And that really is the biggest thing right now is jobs. We need jobs. We need family-wage jobs. And I have that experience and background, creating these jobs.

August 7, 2012 on KXLY (PRIMARY NIGHT)

Interviewer: You're trailing Cathy McMorris Rodgers, 54% to 35%. But you're actually thrilled with those numbers.

Cowan: Very happy. We haven't started advertising yet. My opponent, she has been up with TV for several weeks now, quite a bit of TV as well. Once we get mine up, we'll be doing well.

Interviewer: Take a moment to introduce yourself.

Well, I was the CEO of North by Northwest for 22 years, and this is about jobs. I helped create family-wage jobs, and want to take that passion for job creation to Congress.

Interviewer: How specifically do you think you could create jobs in Eastern Washington?

Cowan: Creating jobs is a team effort. We have to lower the corporate tax income rate. And really encourage job creation. Work on infrastructure and education. And those are the really big things.

Interviewer: You said you wanted 10 debates. That's ambitious. Why?

Cowan: Yes. It's important that people here in the district learn about both of us, what we stand for, what our values are -- so they can have a very informed decision when they vote.

Interviewer: You've also talked about Medicare and Social Security.

Cowan: These aren't entitlements. These are benefits people have earned. We deserve to fulfill those requirements.

Interviewer: Traditionally, Eastern Washington has been a Republican dominated area. How, as a Democrat, do you think you can change that?

Cowan: Well the district has changed quite a bit. We've lost Okanogan Counties, and Adams Counties. And really it's getting a lot more even now ... Remember we had Tom Foley here for quite a while.

Interviewer: Lastly, you've said we need to work together to end the partisan bickering...

Cowan: We need to end the partisan bickering. Right now, what's going on is, people are making decisions that are best for their party. We need to make the decisions what is best for us, for our Washington, not the other Washington.

August 7, 2012 (YouTube.com / PRIMARY NIGHT)

Question: (?) How do you feel right now?

Cowan: Oh my gosh. We are absolutely thrilled right now. She spent almost half a million dollars, and did 10 points worse than she did two years ago, where she spent no money at all. We have momentum. We're going to win this race.

Question: Why do you think you got the support you did?

Cowan: Well, you know everybody is coming together. We have so many volunteers, we have great staff. And we have great message points. I mean, you got to look at what she has done. She has basically done nothing for our district over the last 8 years. I'm a job creator; I mean, I started a company that has brought jobs here. Real jobs--not some theoretical concept. I'm advocating preservation of Medicare and Social Security; these are big issues for this district.

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July 17, 2012 -- Cowan Says This Election About Jobs (KLEW TV)

CLARKSTON, WA - Local residents and constituents gathered at a Clarkston church Saturday for a candidate forum of those running for local, state and federal offices.

The most anticipated political showdown was that of incumbent U.S. Representative Republican Cathy McMorris Rodgers and her Democratic challenger Rich Cowan. McMorris Rodgers is a four-time incumbent and Cowan was, until recently, the CEO of the Spokane-based production company, North by Northwest but stepped down when he decided to run for Congress. They're both running for Washington's Fifth Congressional District and Cowan said it's been a busy election season for him so far.

"I mean it's been incredible," said Cowan. "I've been up and down the whole district, and meeting so many great people. We have a wonderful district here, great people. This is about jobs. The average salary here is well below the national average. We've got to get that up and we've got to get more people working."

Representative McMorris Rodgers was originally scheduled to appear at the forum, however she did not attend. According to her Facebook she was in the Chewelah area attending a parade.

July 15, 2012 - Panel Debate Rich Cowan vs. Randall Yearout (Clarkston)

Cowan (Opening Statement): The company I founded, NXNW has produced 45 feature films. Creating hundreds of sustainable, family-wage jobs, brought millions of dollars into Eastern Washington. We've created a brand new industry in this region. I love Eastern Washington. I believe in the promise of its people and the strengths of its values. But I also believe, to realize our wonderful potential, we need a representative who will fight for the interests of our region, who will be dedicated to getting something done and to actually help people, rather than just pushing some political agenda.

Today, Congress is broken, it has the lowest approval rating in history. Rather than solving problems, they are more interested in winning political points. Its focus is dedicated to protecting the interests of the other Washington, not our Washington.

We need to bring back the spirit of cooperation. We had that. That dedication to the American people that has been missing from our representation. We need to get past this partisan bickering, and start doing what's right for all of us. Your representative should be working for this Washington.

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Now creating more jobs and keeping them here is my top priority. I am the only candidate with real-world business experience, and a history of actually creating jobs. I ran NXNW on the principles of good business. We stayed out of debt. We paid our workers family wages, and we put the success of the company above personal enrichment. We built for the long-term success, not short-term gain. Now these are the values our country needs right now. And those are the values I promise to bring to Congress.

Now I made a movie a few years ago called The Basket. Don't know if anyone remembers that or not. The main theme was "Together we shall fly." Today that is more true than ever. We need to come together and get down to solving our problems. Together we need to take on the issues that matter to Eastern Washington, like creating jobs, preserving Social Security and Medicare, and protecting Veterans' benefits.

Now I want to thank all of you for the opportunity to speak today. Forums like this define the choice that you have, and allow you to chose who you want to send to Congress. I thank you, and I would appreciate your vote.

...

Question: The EPA is absolutely out of control. It's demonstrated by their enforcement of the Clean Water Act. The outrageous and places around the country, the most recent being the Sacket Case in Northern Idaho, in which the Supreme Court voted 9-0 to not let the government take these people's place. (What would you do to rein it in?)

Cowan: We have a balance between the two. We do have one shot at this planet. Our infrastructure, our god-given infrastructure. So we need to do what we can to protect it. However, I agree with you that often times bureaucrats do go a little to far, and they don't always come up with common-sense solutions to our every day problems. Because they don't live here. And so, I agree that we need to have a sensible approach. But we do still need to have the fundamental value of preserving our god-given infrastructure. And I think you would agree with that Sir.

...

Question: If you have the opportunity, are you going to vote to repeal ObamaCare?

Cowan: No. I believe in the Affordable Care Act. There are many provisions of that Act that are provisions we all agree with. For example, preexisting conditions go away. Women will no longer have to pay more than men for health care. We can have our young people up to the age of 26 on our health care plans. Those are good things that most of us agree on, for the most part. So I do agree with the Affordable Health Care Act, and what we can do. I do believe we can make it

better. It's not a perfect law. In fact, there's a lot of things I don't like about it either. But to just throw it completely away, and get rid of all the great things that are in it, to me -- it just doesn't make sense.

...

Question: The Supreme Court just said ObamaCare was constitutional. So is it or is it not constitutional?

Cowan: You know, I come from business, that's my background. I'm always looking for solutions that save money. And also what's right for people. Right for people and save money. With health care, we have get to come up with a plan that saves us money and covers all of us. This is a win, win. Talk about picking my pocket. This is where I'm confused, because if you don't have medical insurance, and you go to an ER or some medical facility, let's say you're in a car wreck, and you go to these facilities. ...

You are sort of picking the pocket of me the taxpayer, or someone who is buying medical insurance. So you can't really look at it as buying a television or something like that, this is medical care, we need to be efficient with it. We also need to have access for everybody. And this is the only way we can go ... do it. I'm all for saving money. And I want to save money for you, Sir, and for me. And I don't want to pick your pocket, or have you pick my pocket. So let's come up with a plan that works for all of us.

...

Question: Should Congress be able to pass legislation that does not pertain to them, in other words that pertains to all American citizens, but not to Congress.

Cowan: I believe Members of Congress should have the same medical plan we all have. And not special privileges, like their own barber shop. Their own parking place at the airport. Franking mail, and things like that. I'm actually going to be part of a caucus called "Fix Congress Now." And what that means is if we don't pass a budget, a real budget by October 1 of every year, Members don't get paid. Period.

June 28, 2012 Rich Cowan's Statement on Supreme Court Decision

(Spokane, WA) June 28, 2012 - Congressional Candidate Rich Cowan's (D, WA-5) statement on the United States Supreme Court decision on the Affordable Care Act:

"The Supreme Court did the right thing for our health care today.

In upholding the Affordable Care Act, the decision protects the 180,000 residents of Eastern Washington and the rest of the nation struggling to get insurance, and restores the competitiveness of American business on a global scale.

As a business owner I have experienced first hand how important basic, affordable health care is to employees. And for those who are not working, their lack of medical care is frightening and can be life threatening.

The most vulnerable will no longer be excluded because of pre-existing conditions. Young adults up to age 26 will be able to remain on their parents' insurance. We will have more choices, families and small business will save money, children and seniors will have preventive care with no more co-pays. Most importantly, people can still keep their private insurance and their doctor.

This is a victory for "our Washington." There are parts of this law that can be improved, like cost containment and access issues, but it is time to put aside the partisan bickering and put America back to work."

June 21, 2012 – League of Women Voters Forum (Military Spending)

Question: HASC Approved $8 Billion over what the Administration asked for, including House Members favored programs.

Cowan: Right now we need to keep an eye on all costs, particularly in the military budget. We need to have a great military. We need to have an effective military. A military that is very surgical.

But we should also depend on what the military themselves have recommended for their programs, and not get involved in situations where Members, in their own individual districts, are pushing for programs to benefit people in their own district. It's not right, and it's not what we should be encouraging at all. [Emphasis Added]

...

Cowan (Follow Up): It's somewhat related. One thing that I'm very concerned about is what I would call the privatization of our military adventures, let's put it that way. Where there are a lot of companies benefiting and profiting greatly from us going overseas. And you know this is expensive. Each of these wars has been over $1 trillion. We're going to be paying for these wars for the next 50 or 60 years. These kids coming home needing care and long term care, it's something we need to remember all the time.

June 21, 2012 – League of Women Voters Forum (Federal Farm Subsidies)

Question: Do you see a need to reform farm subsidy programs?

Cowan: Yes. We need to maintain a basic safety net for our agricultural people who own farms, and who work in agriculture. Remember it's a $2 billion industry in our district alone. And there are two major variables that are out of their control. They can't control weather. They can't control the prices at what they can sell their goods. It has to do with currency rates throughout the world. It has to do with what other countries are producing.

...

Cowan: I would agree with the insurance variable. That is probably the major piece of this. But we should also have a basic price support as well. When a farmer is out there working, they don't control these variables, including the cost of diesel, which is a major component, fertilizer, things like that. We just want to make sure it's a common-sense program that has a basic safety net for farmers.

June 21, 2012 – League of Women Voters Forum (Bipartisanship)

Question: If you are elected, in what policy areas could you compromise with the opposing political party.

Cowan: Well lots of things actually. That's one of the reasons I'm running actually, is to the spirit of cooperation, the spirit of compromise. That's how it was when Tom Foley was our Member for example. I did a documentary about him back in the 80s. He got along with everybody. It was a very collegial atmosphere. So the first thing is let's get rid of partisan bickering, let's get together, and work in the best interest of the country. That's the value, what's best for the country – not what's best for my party, what's best for the country. And that'll help a lot right there.

June 21, 2012 – League of Women Voters Forum (Social Security)

Question: It is estimated that the SS would become exhausted between 2036 and 2041. What would you do to remedy this situation if elected?

Cowan: First of all, it's important to remember that the Social Security fund is not going to be completely exhausted. Worst-case scenario it is still 75% funded, even at the end of period you're talking about. So it's not exactly at that dire of a situation. It's very easy to make a few corrections. We have time. We have lots of time to make that. One of the things to do would be to raise the limit where you are actually subject to Social Security withholdings. That would pretty much take

care of that issue quite a bit. It's really important to remember it's not as dire as people think. There's a lot of messaging going on, particularly on other people.

...

Cowan: Let's remember that it's one of the best programs government has ever invented. It serves so many people. It's critical. We would do everything to preserve it. It's not as dire as it's been messaged.

June 21, 2012 – League of Women Voters Forum (Jobs, Economy, Deficit)

Question: Be specific. What do you think is the most pressing problem, or a second problem, that must be addressed in the next Congress? And what would you do about it.

Cowan: Jobs. Jobs. Jobs. We need family-wage jobs now. We need to have infrastructure falling apart. We need to get people working. And that really is the major component of that. And when you're talking about jobs, you're talking about education. I'm a long-term thinker. I like to think long-term. And we need to design education systems that are approaching long-term solutions. And so there's a component between jobs and education. We've got to be looking out for the future. And that's the most important thing now. We've got to start now.

...

Question: What could the government do to stimulate the government?

Cowan: I can give you two very specific things we need to do now. First of all, right now we give tax breaks to companies that export jobs. That has to stop. The second thing we need to do is encourage domestic companies to have domestic workers. I would recommend lowering the corporate tax rate by half to corporations that hire only domestic workers: It's almost a flip, right now we incentivize companies to export workers, we need to incentivize companies to have workers here in this country.

June 21, 2012 – League of Women Voters Forum (Wall Street)

Question: Do we need more regulation of U.S. Banks to control speculation?

Cowan: Yes, there is a balance, I agree with that. I want to separate what we have our local banks here doing a great job. And what I would call Wall Street Banks, that basically engage in what I would consider gambling practices, almost like a casino if you will. Banks are supposed to be banks. They are supposed to look out for the best interests of the people that utilize their services. We need to

have a very good balance between protecting the consumer, we also have to look after the shareholders of the banks as well, but the balance needs to be more towards the consumer as well.

June 11, 2012 – "Her path – Survival of the Richest." (YouTube Video)

Cowan: She is in leadership in the most dysfunctional Congress in history. She has forgotten who she works for. She works for the wrong Washington. The Washington that can have party leaders tell her what to do. She advocates for an economic system that is "survival of the richest." A system that is tragically unjust and unfair. A system of tax cuts for offshore corporations and multimillionaires. A system that leaves behind the middle class. You know what, it doesn't work. It's not sustainable. We are better than that. We are better than that! You know, we don't have a shortage of intelligence or resources to solve our problems. We have a shortage of leadership, and that's why my opponent needs to go.

June 11, 2012 – "Dollars Don't Buy Elections." (YouTube Video)

Cowan: This is still America. Land of the free. Let's show Congress and my opponent that dollars don't buy elections. Our votes do!

June 11, 2012 – "My path – Hope and Opportunity." (YouTube Video)

Cowan: This is a huge year for us. It really is. The choices we need to make are very clear cut. The choices will affect us for many years to come. We can go down two paths. One path or the other. A path that serves the elite, the 1%, Wall Street, Big Oil, special interest groups that only look after themselves. Or we can go down a path that provides hope and opportunity. A path that brings forth creative, collaborative, and innovative ideas to provide family wage jobs – FAMILY WAGE JOBS! A path that respects and honors our differences, by absolutely ensuring civil rights, equal pay, reproductive rights, and marriage equality. Now that's my path, and those are my values. Are you with me?

June 6, 2012 – "Nominations and Fair Pay." (YouTube Video)

I have some exciting news to report from last weekend's Democratic State Convention. I am honored to accept the official nomination for the 5th Congressional District. The convention has me more energized than ever. With the primary just around the corner, this is an important time in the campaign. Your help in getting the message out is critical. It's time for a new voice in Washington!

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While I've been hard at work in every one of our 10 counties, my opponent has been pushing the national Republican agenda. [Emphasis Added]

She was elected to serve and protect all of us in Eastern Washington, but she continues to wage the Republican War on Women. **She has appeared on the TV talk circuit, dismissing the attacks on the rights of our wives, mothers, and daughters as a "myth" and a "side issue."** Yet she and her Republican Congress voted against the Paycheck Fairness Act. [Emphasis Added]

I would have voted for it. Women make less than men for the same work - 23% less. My opponent denies this gap even exists. Why would our member of Congress not pay women what they earn? Eastern Washington workers already make less than most other parts of the country, making this type of discrimination even more costly to families in our District.

This bill has now stalled in the House, once again because of the ridiculous and inexcusable party politics of the Republican leadership. My opponent's loyalty to her party shows how out of touch she is. Help me defend fair pay. Help me close the discrimination gap. Help me replace Cathy McMorris Rodgers.

May 11, 2012 -- "A Change in Congress" (YouTube Video)

I wanted to report to you how well the campaign is going. We had a tremendous series of successful kickoffs last month. The support for a change in Congress is amazing. But I need to share with you something that deeply disturbs me and will probably disturb you.

The folks who work for the "Other Washington" are at it again, including our current Congressional Representative, who thinks the best way to save Medicare is to gut Medicare. You may have recently received a letter from Cathy McMorris Rodgers. It was sent to folks in our district on official U.S. House of Representatives stationary that was prepared, published and mailed at your expense - taxpayer expense. Her topic was Medicare. She spent your money – thousands of dollars – to convince you that she is fighting to protect the governmental program.

The threats to Medicare are very real, but make no mistake: **McMorris Rodgers just voted for a budget plan that would end Medicare as we know it and raise health care costs for seniors.** She is attempting to scare senior citizens, claiming she will save the day and stop these cutbacks before they occur. Her message is deceitful and lacks integrity. [Emphasis Added]

McMorris Rodgers is wasting our tax dollars sending election-year correspondence that is clearly misleading at best and untruthful at its worst.

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Sadly, many will read her "official" letter and believe her words. I appreciate you taking the time to read this and not allow our current Congressional member to manipulate through fear on your dime. When I am in Congress I will not use your hard-earned money for political posturing.

April 19, 2012 -- Rich Cowan Visits the Lewis-Clark Valley (KLEW TV)

CLARKSTON, WA - Spokane business owner and Democrat Rich Cowan is running for Washington's Fifth Congressional District against incumbent Cathy McMorris-Rodgers.

Cowan said it's time for him to serve and give back by growing small businesses, investing in health care and aerospace sector growth, while maintaining existing companies' well-being. He said he's prepared to take his passion for job creation and his commitment to middle class families to the nation's capital.

"We need family waged jobs, we need jobs wit paid benefits and I've had a history of creating jobs in Spokane and a whole new industry up there," said Cowan. "I will use that same passion and dedication, energy and commitment in congress."

Cowan is the CEO of North by Northwest Productions and has created more than 45 feature films. North by Northwest Productions is a film and video production company that has brought in millions of dollars spent on location in Eastern Washington.

Cowan is a Spokane native and attended Washington State University.

March 19, 2012 -- Spokane Business Owner, Father and WSU Grad Rich Cowan Confirms Run for Congress (Press Release)

(Spokane, WA) March 19, 2012- North by Northwest Productions CEO Rich Cowan confirms he is running for Congress in Eastern Washington's 5th District. Cowan, age 56, who with his partners, helped build the highly successful media firm headquartered in Spokane from a dream to a 40-employee operation, says he is prepared to take his passion for job creation and commitment to middle class families to the nation's capital. Cowan's official campaign kickoff is planned for April around the District.

"We need to have stronger voice for workers, small business owners, farmers and families in Washington DC," says Cowan, a father of two Spokane public school graduates. "I have spent more than two decades building my business and creating jobs, but Congress only pays lip service to local job creation, favoring Wall Street over the needs of Main Street entrepreneurs,"

says Cowan. The candidate pledges to bring Eastern Washington values and a positive economic vision to Congress.

"I was raised in a hardworking family, graduated from WSU, and stayed local to build a business here. I have experience with public service and the private sector, but most importantly, I've created jobs," says Cowan. Cowan believes it is vital to Eastern Washington's success to bring new, well-paying jobs into the District by growing small businesses, investing in health care and aerospace sector growth, while maintaining existing companies' well-being.

"It's important to me that our elected representatives are actively engaged in what's in the best interests of the citizens of this district—not a political party," Cowan says, referencing his opponent, Cathy McMorris Rodgers, who has quickly aligned herself with Speaker John Boehner (R-Ohio) and other hard-line Republican Congressional leaders. "I look forward to connecting with workers, families, businesses small and large and anyone who is interested in changing the way Congress does business. **We can elect someone to play politics in DC as part of a deeply divisive, partisan leadership or we can elect leaders whose only priority is the people here in Eastern Washington," Cowan says.**

Cowan, who has stepped down as CEO to run for Congress full time, says he plans an aggressive, grass roots campaign and will visit neighbors and communities across the 5th District, stretching from the Canadian border to Oregon. "I look forward to hearing the hopes, frustrations and priorities of voters throughout the district," says Cowan, "I was born here and have lived here most of my life, and I look forward to serving people in a new capacity to help build a brighter future for all of us."

KHQ Candidate Profile: Rich Cowan (D)

Political Party: Democratic

Education: Bachelor of Arts and Master of Science degrees from WSU

Family: 2 children, Kristin and Casey

Religion: Lutheran

Place and Date of Birth: Spokane, Feb. 7, 1956

Background: 22 years as CEO of the film and video production company North by Northwest, former fire fighter and EMT, KHQ-TV Community Affairs Director

Priorities:

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Change for our Washington:

This is a "change" election that will set our course for the next 50 years. Will we choose to create jobs by investing in infrastructure and education? Will we preserve Social Security and Medicare and keep the promises we made to seniors, protecting their contributions when they need it most? Will we honor our daughters', wives' and mothers' rights as women in our country?

Or will we continue the partisan bickering that lets entrenched incumbents, like my opponent Cathy McMorris Rodgers, push our problems down the road?

Jobs:

I am the former CEO of North by Northwest Productions, which brought a new kind of business to Spokane along with hundreds of family wage jobs. On my first day in Congress I will know exactly what small businesses need to succeed in Eastern Washington and across the country. My top priority is creating jobs and taking care of Eastern Washington, not the "other Washington." My opponent has had eight years on the job and has only passed two of her bills.

Protecting Medicare:

McMorris Rodgers voted for the Republican Ryan budget plan, which ends Medicare as we know it. It eliminates benefits and forces seniors to pay $6,400 more per year. I want to preserve Medicare and Social Security and keep risky Republican privatization schemes from ruining these programs for everyone.

Womens' Rights:

I am a proud father and I cannot imagine doing anything to hurt or hold back either of my children. As a Congressman, that would not change. My daughter should have the same rights as my son. My opponent wants to eliminate protections for the women in our lives, by slashing funding for women's health care and refusing to establish fair pay practices.

Veterans and Military:

Finally, we need to protect Fairchild Air Force base in our region. It supports jobs in the district and is a home base for the many veterans who retire to Eastern Washington. We need to make sure that every soldier is honored for his or her service by ensuring that they are supported after they come home.

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10 Questions (10/4/12):

X) Congresswoman, this is the 44th straight month the national unemployment rate has been above 8%, the longest streak since the Great Depression. Here in Spokane, it's above 9%. What are some specific things you are doing as a Member of Congress to create jobs?

X) Congresswoman, you voted against the Affordable Care Act which would extend health insurance to over 30 million Americans. Why did you vote against this bill, and what type of health care reform do you support?

X) Congresswoman, last month, the House went out of session without passing a new farm bill, meaning that our nation's farmers are currently operating without a farm bill. Why did that happen, and what kind of farm bill do you expect Congress to pass?

X) Congresswoman, last week, you were at the ribbon-cutting for the newest section of the North South Freeway, but yet, the funding for the Freeway came from the President's stimulus bill, which you voted against. Do you regret your vote against the stimulus?

X) Congresswoman, you voted for the Budget Control Act which cuts about $1 trillion in military spending over the next decade. There is some concern that these military cuts will hurt Fairchild Air Force Base, the largest employer in Eastern Washington. What are you doing to reverse these cuts?

X) Congresswoman, you support tax cuts for the wealthy, at a time when middle-class and working-class Americans are suffering economically. Do you really think we should cut taxes on the wealthy, even if it means less money for vital government programs?

X) Congresswoman, by most metrics, this is the most polarized, partisan Congress in modern American history, and you serve as a Leadership member in this Congress. What are some of the things you are doing to make Congress more bipartisan and work more effectively?

X) Congresswoman, earlier this year, you became the Republican Party's point person in rebutting claims that your party is waging a "War on Women." On issues ranging from contraception to equal pay to even basic

SMOCE-0159

protections against sexual violence, your party has been accused of undermining women's rights. Do you think your party has an image problem with women, and if so, how are you trying to improve that image?

X) Congresswoman, you talk a lot about cutting government spending, but we haven't heard a lot of specifics. What are 3 specific government programs you would cut?

X) Congresswoman, your opponent is running TV ads asking the question, "Where is Cathy?" Mr. Cowan points out that you're spending most of October traveling the country for Gov. Romney, instead of being here in Eastern Washington. How do you respond?

EXHIBIT 71

From: "Deutsch, Jeremy"
Date: Friday, October 5, 2012 at 11:13:48 AM Pacific Daylight Time
To: "Harris, Amy" , "Brett O'Donnell" , "Winer, Todd"
Cc: "[redacted]@politicalservices.org"
Subject: **RE: Call today w/ CMR**

We are still delayed. No CMR yet...stand by please.

From: Harris, Amy
Sent: Friday, October 05, 2012 2:06 PM
To: 'Brett O'Donnell'; Winer, Todd
Cc: Deutsch, Jeremy
Subject: Call today w/ CMR

Hi Brett!

Here is the Call in info for today:

CALL-IN NUMBER: [redacted]
PASSCODE: [redacted]

We will start at 2:20! Thank you! Sorry for the delay!

-Amy

[redacted]

From: "Deutsch, Jeremy"
Date: Friday, October 5, 2012 at 11:19:24 AM Pacific Daylight Time
To: "Harris, Amy" , "Brett O'Donnell" , "Winer, Todd"
Cc: "[redacted]@politicalservices.org"
Subject: **RE: Call today w/ CMR**

Please call in

From: Harris, Amy
Sent: Friday, October 05, 2012 2:06 PM
To: 'Brett O'Donnell'; Winer, Todd
Cc: Deutsch, Jeremy
Subject: Call today w/ CMR

Hi Brett!

Here is the Call in info for today:

CALL-IN NUMBER: [redacted]
PASSCODE: 9442368#

We will start at 2:20! Thank you! Sorry for the delay!

-Amy

[redacted]

From: "Stan Shore"
Date: Friday, October 5, 2012 at 1:02:40 PM Pacific Daylight Time
To: "Dawn Sugasa"
Cc:
Subject: **Re: Cowan's Ad**

yes at least part of it.
I'm on conference call right now debate prepping with cmr, jdgop, etc

On Oct 5, 2012, at 12:55 PM, Dawn Sugasa <[redacted]@gmail.com> wrote:

> For what it's worth, Cowan's ad is on right now and I just realized it, he uses her official photo in the ad. I'm sure you guys have already discussed it but I just wanted to relay!
>
> Will you be here on Monday for debate prep?

[redacted]

October 05, 2012

Friday

October 2012

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November 2012

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

5 Friday

Rep. Denny Rehberg (Mont/at large) 1955

Notes

7 am

8 00

9 00

10 00

11 00 CMR Whip Conference Call

12 pm

1 00

2 00 Debate Prep w/ Brett O'Donnell (via phone call)
2421 RHOB
CALL-IN NUMBER: [redacted]
LEADER PASSCODE: [redacted]
NON-LEADER PASSCODE: [redacted]

3 00

4 00

5 00

6 00

6:30am - 7:00am

McMorris Rodgers, Cathy 1 3/5/2014 5:27 PM

CMRHEC-001563

October 05, 2012
Friday

All Day	Rep. Denny Rehberg (Mont/at large) 1955
6:30 AM - 7:00 AM	
11:00 AM - 11:30 AM	CMR Whip Conference Call Please Call: [redacted] Pass code: [redacted]
2:00 PM - 3:30 PM	Debate Prep w/ Brett O'Donnell (via phone call) -- 2421 RHOB CALL-IN NUMBER: [redacted] LEADER PASSCODE: [redacted] NON-LEADER PASSCODE [redacted] Brett: [redacted] Stan: [redacted]

EXHIBIT 72

Re: CMR Q and A

From: **Todd Winer** ([redacted]@hotmail.com)
Sent: Fri 10/05/12 6:02 PM
To: Brett ([redacted]@odacommunications.com); [redacted]@aol.com [redacted]@aol.com)

Cool. Thanks. On Sunday, we will be in CMR's office (2421 Rayburn) at 330 pm.
Sent via BlackBerry by AT&T

-----Original Message-----
From: Brett ODonnell <[redacted]@odacommunications.com>
Date: Fri, 5 Oct 2012 05:02:50
To: <[redacted]@aol.com>; <[redacted]@hotmail.com>
Subject: CMR Q and A

Here you go. See you Sunday. Where will prep be?

Brett

EXHIBIT 73

CONFIDENTIAL

From: jdgop [redacted]@aol.com>
To: stshore [redacted]@comcast.net>
Subject: Fwd: Debate notes
Date: Sun, Sep 8, 2013 6:00 pm

-----Original Message-----
From: Dawn Sugasa [redacted]@gmail.com>
To: jeremy deutsch [redacted]@aol.com>
Cc: Todd Weiner [redacted]@hotmail.com>; Brett ODonnell [redacted]@odacommunications.com>; Stan Shore [redacted]@politicalservices.org>; Riva Litman [redacted]@gmail.com>; Shaughnessy Murphy [redacted]@gmail.com>; Patrick Bell [redacted]@patbell.com>
Sent: Mon, Oct 8, 2012 11:19 am
Subject: Re: Debate notes

Here is the call-in number for the conference room we will be in: [redacted]

Thanks!
Dawn

From: jeremy deutsch [redacted]@aol.com>
Date: Sunday, October 7, 2012 8:58 PM
To: jeremy deutsch [redacted]@aol.com>
Cc: Todd Weiner [redacted]@hotmail.com>, Brett ODonnell [redacted]@odacommunications.com>, Dawn Sugasa [redacted]@gmail.com>, Stan Shore [redacted]@politicalservices.org>, Riva Litman [redacted]@gmail.com>, Shaughnessy Murphy [redacted]@gmail.com>, Patrick Bell [redacted]@patbell.com>
Subject: Debate notes

Good Evening:
First off, thank you Todd and Brett for making the trip into the office and Patrick and Stan for joining us via phone. I am pleased with the progress we made today. I believe with our extra session tomorrow we will be on track to do quite well this week. Big take away today is the need for CMR to stay on message and constantly weave in her theme that she is fighting for people of eastern washington.

Attached, please find my notes from the debate prep. On the attachment you will see some highlighted items that we need answers to as well (mainly more info on Bush's stimulus and Medicare solvency).

Brett: you mentioned your team had researched a list of questions that have been coming up repeatedly at debates...can we get a copy of those questions?

SPM: Thanks for your help on the factoid section of the memo...can you put the factoids on one page as we discussed on the phone today? Don't need the answers to the questions just the numbers..

Debate prep begins tomorrow in Spokane at 2:00 PM (Brett we'll send you the call in information if you can make it).
Thank you again for all your help and hard work. Please let me know if you have any other thoughts.
Take care,
Jeremy

EXHIBIT 74

-----Original Message-----
From: Harris, Amy
Sent: Wednesday, August 22, 2012 4:28 PM
To: Deutsch, Jeremy; Murphy, Shaughnessy; Bell, Patrick; Winer, Todd
Subject: RE: Convention

Hello Senior Staff:

Here is the flight that Todd, Shaughnessy & Patrick are all booked on. We were really backed into a corner, but I feel this is the best option.

Monday August 27th
Dep BWI 10:30 AM EST
Arr TPA 1:10 PM EST

Friday August 31st
Dep TPA 12:10 PM EST
Stops in Hartford, CT, no plane change
Arr BWI 4:40 PM EST

Confirmation #: 4K4D4C

Thank you everyone for your flexibility.

-----Original Message-----
From: Deutsch, Jeremy
Sent: Wednesday, August 22, 2012 10:15 AM
To: Murphy, Shaughnessy; Bell, Patrick
Cc: Harris, Amy
Subject: Convention

JDOCE-0223

CONFIDENTIAL

Patrick and Shaughnessy; with the congresswoman's new role it would be good if both of you could attend the convention. We have gone over budget for the convention so I would like to keep flight options to 400 round trip. Please coordinate with Amy and look for the best options. Thank you Jeremy

JDOCE-0224

COE.MCMRODGERS.001814

EXHIBIT 75

BF.CMR.HEC.Production.031816.Q8.000204

From: "jeremy deutsch"
Date: Thursday, May 31, 2012 at 10:29:04 AM Eastern Daylight Time
To: "Jeff McMorris"
Cc:
Subject: **Fwd: WA State Convention flights & hotels**

Jeff:
Just so you are in the loop...I was slightly detained here but am leaving this evening. Look forward to seeing you soon. Take care,
Jeremy

Begin forwarded message:

From: "Harris, Amy" <[redacted]@mail.house.gov>
Date: May 30, 2012 6:17:52 PM EDT
To: "'Jeffrey McMorris'" <[redacted]@yahoo.com>, "'Dawn Sugasa'" <[redacted]@gmail.com>, "Deutsch, Jeremy" <[redacted]@mail.house.gov>, Jeremy Deutsch <[redacted]@aol.com>
Subject: **WA State Convention flights & hotels**

Ok, right now here is what I have:

Thursday May 31st
JDD to Fly Alaska 3 DCA to SEA
Dep DCA 5:40 PM EST
Arr SEA 8:25 PM PST
Confirmation #: KOPMXJ

Friday June 1st
CMR to fly Delta 1773/41 DCA - SEA
Dep DCA 2:45 PM EST
Arr MSP 4:34 PM
Dep MSP 5:35 PM
Arr SEA 7:13 PM PST
CMR Confirmation #: G7RZEW

The only hotel I have booked for them is on Monday night, June 4th right next to SEA. Please let me know if I need to book any more nights at any other locations

CMR & JDD Check into Hilton Seattle Airport
LOCATION
17620 International Blvd
Seattle, WA 98188
Confirmation #: 3477974223

BF.CMR.HEC.Production.031816.Q8.000205

Tuesday June 5th
CMR & JDD to Fly Alaska 4 SEA - DCA
Dep SEA 8:40 AM PST
Arr DCA 4:38 PM EST
CMR Confirmation #: ODJXUK
JDD Confirmation #: JHGRHB

Thanks everyone!

Amy Harris
Executive Assistant/Scheduler
Congresswoman Cathy McMorris Rodgers (WA-05)
2421 Rayburn House Office Building · Washington, DC 20515

E | [redacted]@mail.house.gov
O | 202.225.2006
C | [redacted]
W | www.mcmorrisrodgers.house.gov

[redacted]

EXHIBIT 76

BF.CMR.HEC.030916.Q11.000407

From: jdgop [redacted]@aol.com>
To: amy.harris [redacted]@mail.house.gov>
Subject: Fwd: Convention information
Date: Thu, Feb 16, 2012 10:08 am
Attachments: Letter_to_House_and_Senate.pdf (288K)

Amy:
Please open attachment and click on link. I would like you to reserve a room for CMR. We dont need to pay now but want to make certain she is on the list.
Thank you,
Jeremy

-----Original Message-----
From: Julie Wadler [redacted]@epiphanyproductions.com>
To: Julie Wadler [redacted]@epiphanyproductions.com>
Sent: Thu, Feb 16, 2012 9:12 am
Subject: Convention information

The Committee on Arrangements has asked the Speaker's office to make sure you all have seen the attached letter regarding hotel accommodations at the Republican National Convention in Tampa.

Please let us know if you have any questions or need assistance as you plan your bosses' activities this summer.

julie f. wadler
president
epiphany productions, inc.
104 hume avenue
alexandria, va 22301
(703) 683-7500

Visit the epiphany website and facebook pages. also check out our sister companies below Facebookepiphany productions3Dog ConsultingWebWeb

EXHIBIT 77

From: Berke, Elliot S. <[redacted]@mcguirewoods.com>
Sent: Wednesday, November 6, 2013 2:38 PM
To: Payne, Kedric <[redacted]@mail.house.gov>
Subject: Riva Litman Supplemental Production
Attach: Active_52190919_1_RLOCE - Production, [0209-0234] suppl.PDF

Kedric: On behalf of Riva Litman, please find attached a travel calendar for April 2012 and November 2012. As you will to see it includes both official and political meetings and events. In April, Ms. Litman attended the Top of the Morning (before work) , and the two political lunches (on her lunch time). The rest of the time she accompanied the Congresswoman at official functions, and therefore maintained a full official schedule. We believe in total she attended 19 meetings/events during this time – 16 of them official and three political (the latter during her free time). In November, she worked a full official schedule in the district office, and then volunteered on political matters during her free time. Based on this refreshed recollection, she no longer believes that she took leave for this time.

All travel and expenses were therefore paid out of the official account (MRA). Reimbursements attached for your review (April 2012 $313.52) and (November $109.05). Supervisors signed the expense forms. Todd Winer's initials are on the April reimbursement sheet but not for some unknown reason on the November form.

Please let me know if you have any additional questions.

Elliot S. Berke
Partner & Co-Chair of Political Law Group
McGuireWoods LLP
2001 K Street, N.W., Suite 400
Washington, DC 20006-1040
(202) 828-2814 [redacted] Line
(202) 828-2990 Direct FAX

[redacted]@mcguirewoods.com
http://www.mcguirewoods.com

This e-mail may contain confidential or privileged information. If you are not the intended recipient, please advise by return e-mail and delete immediately without reading or forwarding to others.

EXHIBIT 78

From: Megan Sowards Newton
To: Pescatore, Brittney
Cc: Riva Sciuto; Benjamin L Ginsberg
Subject: Riva Litman/7/11/2017 Interview
Date: Monday, July 31, 2017 1:43:04 PM

Dear Brittney,

On behalf of my client Riva Litman, I write to expand upon the testimony she provided to the Committee on July 11, 2017 relating to its investigation of her former employer, Representative Cathy McMorris Rodgers. During Ms. Litman's July 11, 2017 interview, Committee counsel asked Ms. Litman whether she sought to clarify her October 30, 2013 testimony before the Office of Congressional Ethics ("OCE") regarding two trips to Spokane, Washington in April 2012 and November 2012. In response, Ms. Litman stated that she recalled reviewing her calendar for these trips but she did not recall speaking to counsel concerning the accuracy of her October testimony. Ms. Litman has subsequently reviewed her records. Based on this review, Ms. Litman wishes to notify the Committee that her recollection has been refreshed and that she now recalls that she sought to clarify her OCE testimony by providing OCE, through her former counsel, with her travel calendar for the trips in question. Ms. Litman's reference earlier this month was based on the fact that she was not a party to the actual communications that her former counsel had with OCE regarding this matter, and does not know what her counsel actually told the Committee. Thank you for the opportunity to address this matter.

Best,
Megan

Megan Sowards Newton
JONES DAY® - One Firm Worldwide℠
51 Louisiana Ave. NW
Washington, DC 20001
Office +1.202.879.3986
Mobile [redacted]

==========
This e-mail (including any attachments) may contain information that is private, confidential, or protected by attorney-client or other privilege. If you received this e-mail in error, please delete it from your system without copying it and notify sender by reply e-mail, so that our records can be corrected.
==========

EXHIBIT 79

CONFIDENTIAL

U.S. House of Representatives
Expense Record

Honorable: Cathy McMorris Rodgers
State: WA District: 05
Staffer: Riva Belle Litman
Staff EIN: _____

#1: $48.00
#2: $104.52
#3: $81.00

4/2-4/6/12 US Air/Delta Travel Expenses [redacted] 1

Date	Expense Description	Amount	
4/2/12	Five Guys - Breakfast	$7.51	2
4/2/12	Blue Burrito - Lunch	$12.33	2
4/2/12	Yellow Cab DC - Transportation to airport	$21.00	3
4/2/12	Spokane Cab - Transportation to hotel	$25.00	3
4/2/12	Starbucks	$5.82	2
4/2/12	Davenport Restaurant - Dinner	$28.28	2
4/3/12	Davenport Restaurant - Breakfast	$14.13	2
4/3/12	Red Robin Restaurant - Dinner	$11.27	2
4/5/12	Neato Burrito - Lunch	$8.00	2
4/6/12	Starbucks - Breakfast	$8.97	2
4/6/12	Quizno's - Lunch	$8.25	2
4/6/12	Davenport - Tax + Room Service (Dinners)	$79.96	2
4/6/12	Davenport - Town Car to airport	$35.00	3

Please attach this Expense Record form and supporting receipts to a Voucher for payment.

Total Reimbursement: $313.52 ~~$80~~

I, the undersigned, state that the above expenses were approved and incurred as a result of the performance of my duties for the Congressional Office.

TW

Signed - Staffer:

April 12, 2012
Date:

RLOCE-0220

CONFIDENTIAL

U.S. House of Representatives
Expense Record

Honorable: Cathy McMorris Rodgers
State: WA **District:** 05
Staffer: Riva Belle Litman
Staff EIN:

Travel meals: 69.05

	Date	Expense Description	Amount
1	11/5/12	Washington Reagan - Einstein Brothers (Breakfast)	4.43
2	11/5/12	[redacted]	[redacted]
3	11/5/12	The Davenport Hotel Room Service (Dinner)	24.22
4	11/6/12	Brews Bros (Breakfast)	6.96
5	11/6/12	Pita Pit (Lunch)	9.42
6	11/7/12	Brews Bros (Breakfast)	~~8.54~~ 8.54
7	11/7/12	MSP Airport - Quizno's (Dinner)	9.48
8	11/7/12	[redacted]	[redacted]

Please attach this Expense Record form and supporting receipts to a Voucher for payment.

Total Reimbursement: $ ~~140.96~~ 109.05

I, the undersigned, state that the above expenses were approved and incurred as a result of the performance of my duties for the Congressional Office.

Signed - Staffer:

November 8, 2012
Date:

RLOCE-0231

EXHIBIT 80

April 04, 2012
Wednesday

All Day	DISTRICT WORK WEEK
All Day	Sen. Dick Lugar (Ind) 1932
11:00 AM - 2:00 PM	*8:00AM PST* Drive Time to Walla Walla STAFF Richard Leland
12:05 PM - 12:15 PM	*9:05AM PST* Phone INTERVIEW w/ Jim Bock, KUJ Radio Call-in #: 509-527-1000 TOPIC District events/updates/campaign kickoff
2:00 PM - 3:00 PM	*11:00AM HOUR* INTERVIEW w/ Emily Jacks, KTEL Radio -- 13 1/2 Main St. Walla Walla WA POC Emily Jacks [redacted] TOPIC District events/updates
2:00 PM - 3:00 PM	*11:00AM HOUR* INTEVIEW w/ John McCallum, Chenay Free Press POC John McCallum 509-235-6184 TOPIC District events/updates
3:00 PM - 4:30 PM	*12:00 PM PST* Official 2012 Campaign Kickoff Tour @ Spokane Top O' the Morning -- Marcus Whitman, 6 West Rose St. Walla Walla, WA 99362 LOCATION Marcus Whitman 6 West Rose Street Walla Walla, WA 99362
4:30 PM - 5:30 PM	*1:30PM PST* Business Roundtable (Walla Walla) - [redacted]
5:30 PM - 8:00 PM	*2:30PM PST* Drive Time to Spokane STAFF Richard Leland
8:00 PM - 10:00 PM	*5:00PM PST* Drinks & Dinner w/ Dr. Schweitzer -- Churchill's

April 05, 2012 Thursday	
All Day	DISTRICT WORK WEEK
All Day	Rep. Peter King (NY/3rd) 1944; Rep. Reid Ribble (Wis/8th) 1958
10:30 AM - 12:00 PM	*7:30 AM PST* Official 2012 Campaign Kickoff Tour @ the Spokane Top O' the Morning -- Doubletree Hotel Spokane 322 North Spokane Falls Court, Spokane, WA 99201 LOCATION Doubletree Hotel Spokane 322 North Spokane Falls Court Spokane, WA 99201
12:30 PM - 1:00 PM	*9:30AM PST* In-person INTERVIEW w/ Chris Stein, Pacific Northwest Inlander -- 9 South Washington Street, Suite 400 Spokane WA 99201-2719 POC Chris Stein 509-325-0634 ext. 239 TOPIC District events/updates
12:30 PM - 1:00 PM	*9:30AM PST* In-person INTERVIEW w/ Thomas Clouse et al., The Spokesman Review -- 999 West Riverside Avenue Spokane WA 99201-1006 POC Thomas Clouse [redacted] TOPIC District events/updates
1:00 PM - 1:15 PM	*10:00AM PST* Taped INTERVIEW; KXLY TV -- 500 West Boone Avenue Spokane WA 99201-2404 POC 509-324-4000
7:00 PM - 7:15 PM	*4:00PM PST* In-person INTERVIEW w/ Mike Fitzsimmons, KXLY -- 500 West Boone Avenue Spokane WA 99201-2404 POC[redacted]
April 06, 2012 Friday	
All Day	DISTRICT WORK WEEK
All Day	Rep. Michele Bachmann (MN/6th) 1956

EXHIBIT 81

CONFIDENTIAL

April 03, 2012
Tuesday

All Day	**DISTRICT WORK WEEK**
10:30 AM - 10:45 AM	***7:30AM PST* Live Phone INTERVIEW w/ Mark Rattner, Bud Nameck, Kristi Gorenson, KXLY 920 AM Radio** Call-In #: [redacted] TOPIC Campaign kickoff, etc.
12:30 PM - 2:00 PM	***9:30AM PST* Drive Time to Colville** STAFF Richard Leland
2:00 PM - 2:15 PM	***11:00AM PST* INTERVIEW w/ Michelle Dupler, Tri-City Herald** POC Michelle Dupler [redacted] or [redacted] TOPIC War on Women, District events/updates
2:15 PM - 3:00 PM	***11AM HOUR* In-person RADIO INTERVIEW w/ Eric Carpenter, KCVL -- 187 Mantz Rickey Road Colville WA 99114-9562** POC Eric Carpenter [redacted] TOPIC District events/updates
2:15 PM - 3:00 PM	**TENTATIVE *11:00AM HOUR* In-Person INTERVIEW w/ Jamie Henneman, The Statesman-Examiner -- 220 South Main Street Colville WA 99114-2408** TOPIC District events/updates
3:00 PM - 4:30 PM	***12:00 PM PST* Official 2012 Campaign Kickoff Tour @ Spokane Top O' the Morning -- AG Trade Center, NE WA Fairgrounds 411 West Astor, Colville, WA 99114** LOCATION AG Tarde Center NE WA Fairgrounds 411 West Astor Colville, WA 99114
4:30 PM - 5:30 PM	***1:30PM PST* Business Roundtable (Colville) -- 986 South Main Street Colville WA 99114-2513**
5:30 PM - 7:00 PM	***2:30PM PST* Drive Time to Spokane** STAFF Richard Leland

EXHIBIT 82

WASHINGTON CONGRESSIONAL DISTRICT 5 VOTERS, MAY 28-29, 2014

10. Generally speaking, do you approve or disapprove of the job McMorris Rodgers is doing in Congress?

		45.1 PHILOSOPHY					50.1 VOTE HISTORY				4.1 GENERIC BALLOT PREF: U.S. CONGRESS			8.1 BARACK OBAMA JOB PERFORMANCE				10.1 MCMORRIS RODGERS JOB PERFORMANCE			11.1 REELECT CATHY MCMORRIS RODGERS?					18.1 S/R/H ABOUT CMR?		19.1 IF YES: VOTE MCMORRIS RODGERS	
	TOTAL	very Cons	smwt Cons	tot. Cons	Mod.	Lib.	0-1/4	1/4-2/4	2/4-3/4	3/4-4/4	Rep.	Dem.	dk/ nthr	app- rove	dont know	dis- app- rove		app- rove	dont know	dis- app- rove	re- el- ect, reg.	re- el- act, dep.	tot. re- el- act	dont know	new per- son	no/ dont know	yes	more lik- ely	less lik- ely
Strongly approve	95 24%	37 39%	24 26%	61 64%	23 25%	8 10%	14 26%	16 24%	18 28%	47 29%	63 36%	14 10%	19 12%	20 12%	2 29%	73 31%		95 46%	-	-	50 71%	23 37%	81 56%	3 8%	11 5%	36 26%	59 27%	43 56%	8 7%
Approve	111 28%	30 32%	28 33%	58 33%	34 36%	18 26%	15 22%	24 36%	34 35%	37 23%	68 35%	29 21%	22 15%	40 25%	2 29%	69 30%		111 54%	-	-	23 28%	34 54%	57 39%	18 10%	36 17%	59 33%	52 23%	24 31%	15 14%
Total approve	207 52%	67 71%	51 62%	119 67%	57 61%	24 36%	30 42%	40 61%	52 53%	84 51%	122 71%	43 31%	41 47%	60 37%	4 57%	142 62%		207 100%	-	-	81 99%	57 90%	138 95%	21 58%	47 22%	95 54%	111 50%	67 87%	23 21%
Don't know	29 7%	6 6%	6 7%	12 7%	10 8%	7 9%	13 18%	4 6%	6 6%	6 4%	9 5%	11 8%	9 18%	13 8%	-	16 7%		-	29 100%	-	-	2 3%	2 1%	9 25%	18 8%	19 11%	10 5%	1 1%	6 5%
Total disapprove	164 41%	21 22%	26 31%	47 26%	64 49%	48 61%	28 39%	22 33%	40 41%	74 45%	42 24%	84 61%	38 43%	87 54%	3 43%	74 32%		-	-	164 100%	1 1%	4 6%	5 3%	6 17%	153 70%	63 34%	101 45%	9 12%	81 74%
Disapprove	52 13%	9 10%	10 12%	19 11%	24 18%	7 9%	11 15%	10 15%	12 12%	19 11%	20 12%	16 12%	16 18%	19 12%	1 14%	32 14%		-	-	52 31%	1 1%	3 5%	4 3%	4 11%	44 20%	26 15%	26 12%	6 8%	15 14%
Strongly disapprove	112 28%	12 13%	16 19%	28 16%	40 31%	41 52%	17 24%	12 18%	28 29%	55 34%	22 13%	68 49%	22 25%	68 42%	2 29%	42 18%		-	-	112 68%	-	1 2%	1 1%	2 6%	109 50%	37 21%	75 36%	3 4%	66 66%
Net approve	43 11%	46 49%	26 31%	72 40%	-7 -5%	-24 -36%	2 3%	18 27%	12 12%	10 6%	80 46%	-41 -30%	3 3%	-27 -17%	1 14%	68 29%		207 100%	-	-164 *	80 98%	53 84%	133 92%	15 41%	-106 -49%	32 18%	10 5%	58 75%	-50 -53%
TOTAL	400 100%	94 100%	84 100%	178 100%	131 100%	79 100%	71 100%	66 100%	98 100%	166 100%	173 100%	138 100%	88 100%	160 100%	7 100%	233 100%		207 100%	29 100%	164 100%	82 100%	63 100%	145 100%	36 100%	210 100%	177 100%	223 100%	77 100%	110 100%

CONFIDENTIAL
COE.MCMRODGERS.006902
SS0000568

EXHIBIT 83

November 05, 2012
Monday

7:25 AM - 12:12 PM	RBL to fly Delta 2359/1037 DCA - GEG Dep DCA 7:35 AM EST Arr SLC 10:24 AM MST Dep SLC 11:25 AM MST Arr GEG 12:12 PM PST RBL Confirmation: GMWQC5 Seat 1: 42A Seat 2: 12E
12:30 PM - 1:00 PM	12:30 PST RBL to check into the Davenport -- Davenport Hotel, 10 South Post St., Spokane, WA 99201 LOCATION 10 South Post Street Spokane, WA 99201 509-455-8888 (O)
2:00 PM - 2:45 PM	*En Route* CMR Whip Conference Call CALL INFO Phone: [redacted] Pass code: [redacted] RSVP YES Rep. Jeff Miller Rep. Lamar Smith Rep. Pat Tiberi Rep. Cory Gardner Gary Andres, on behalf of Fred Upton Rep. Kay Granger Regrets
2:30 PM - 2:45 PM	*En Route* *Interview* w/ Rich Rydell Show Live phone interview with Rick Rydell, KXLY Radio TIME: 11:40 AM (10-15 mins) CALL-IN NUMBER: [redacted] Backup: [redacted] LOCATION: From the car, en route to next appointment POC: Rick Rydell [redacted]@kxly.com, [redacted] TOPIC: News of the Day/Your re-election campaign NOTES: Like the others, this should be a friendly, straightforward interview.
3:00 PM - 3:15 PM	*En Route* *Phone Interview* w/ Shari Rendall, Concerned Women for America Recorded phone interview with Shari Rendall, Concerned Women for America TIME: 12:00 PM (10 mins)

November 05, 2012 Continued
Monday

PHONE NUMBER: [redacted]

LOCATION: From the car, en route to next appointment

TOPICS: Women (issues they care about, candidates for office, recruiting more Republican women, trends in WA state, etc.

NOTES: CWA is the nation's largest public policy women's organization with a rich 32-year history of helping its members across the country bring Biblical principles into all levels of public policy. They are probably best for known for being a strong voice for pro-life women. Sheri is CWA's Director of Legislation and Public Policy (she is not a reporter). She is hoping to use clips from your interview in a video CWA is producing. For background, see one-pager of bullets Riva prepared in the back of this memo.

3:45 PM - 4:00 PM — 3:45 PM PST Phone *Interview* w/ Mike Fitzmmons Show
Please Call: [redacted]

6:15 PM - 6:45 PM — *En Route* *Phone Interview* w/ Mark Smith of the Davenport Times
Please Call: [redacted]

November 06, 2012
Tuesday

11:00 AM - 11:15 AM — Call in "Interview" w/ Huckabee Show

Taped phone interview with Gov. Mike Huckabee, The Mike Huckabee Radio Show

TIME: 8:00 am PT (6-8 mins)

CALL-IN NUMBER: [redacted]

BACK-UP NUMBERS: [redacted] OR [redacted]

LOCATION: From anywhere

POC: Casey Acevedo, [redacted]

TOPIC: Presidential campaign/News of the Day

NOTES: They're aware of the Politico article which came out on Nov. 1, so the Conference Chair race might come up, although it's not likely. You did the Huckabee Show in August and September. They're friendly.

10:45 PM - 11:00 PM — "Phone Interview" with Anita Kissée, TVW Reporter -- Davenport Hotel Victory Party

Phone interview with Anita Kissée, TVW Reporter

TIME
Approximately 7:45 PM PT (she is flexible; the call can be made anytime that night)

CALL IN NUMBER
[redacted]

TOPIC
Election Night Reactions

DURATION
5-10 minutes

NOTES
If the call is made at 7:45, it will probably be live; if not 7:45, it will probably be recorded.

There will also certainly be other requests will come in on Tuesday. More details to come.

November 07, 2012
Wednesday

8:30 AM - 8:40 AM	KXLY TV Interview -- 500 West Boone Avenue Spokane WA 99201-2404 LOCATION: 500 W. Boone POC:Chelsie; [redacted], Riva Litman, [redacted] TOPIC: Your re-election/Presidential campaign
8:40 AM - 8:50 AM	KXLY Radio Interview -- 500 West Boone Avenue Spokane WA 99201-2404 LOCATION: 500 W. Boone POC: Chelsie; [redacted], Riva Litman, [redacted] TOPIC: Your re-election/Presidential campaign
9:00 AM - 9:15 AM	KHQ Interview -- 1201 West Sprague Avenue Spokane WA 99201-4102 LOCATION: 1201 W Sprague Ave POC: Beverley; [redacted], Riva Litman, [redacted] TOPIC: Your re-election/Presidential campaign
9:30 AM - 9:50 AM	KREM Interview -- 4103 South Regal Street Spokane WA 99223-7737 LOCATION: 4103 S. Regal POC: Trinity; [redacted], [redacted], Riva Litman, [redacted] TOPIC: Your re-election/Presidential campaign
1:30 PM - 10:55 PM	*1:30 PM PST* CMR, JDD, SPM & RBL to fly Delta 1488 / 2164 GEG - DCA Dep GEG 1:30 PM PST Arr MSP 6:22 PM CST Dep MSP 7:25 PM CST Arr DCA 10:55 PM EST CMR Confirmation #: GGCKSE Seat 1: 7C Seat 2: 14B JDD Confirmation #: GNRW26 Seat 1: 7D Seat 2: 14E SPM Confirmation: GMKKGT Seat 1: 8C Seat 2: 14A RBL Confirmation: GMWQC5 Seat 1: 21F Seat 2: 14D

EXHIBIT 84

CMR.HEC.Production.020217.000001

House Republican Conference
- 2013 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: November

Date(s) Requested for Time-Off: November 22nd

If we are in session, please provide explanation (Wedding/Funeral/etc): N/A

Total Number of Days Requested Off: 1

Dept. Supervisor Approval: _____ Date Approved: _____

**Please get the form signed by your department supervisor and then submit*

----------*Administrative Use Only*----------

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000002

House Republican Conference
- 2013 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 3/31

Date(s) Requested for Time-Off: 3/31 (half day)

If we are in session, please provide explanation (Wedding/Funeral/etc): N/A Calls

Total Number of Days Requested Off:

Dept. Supervisor Approval: _____ Date Approved: _____

**Please get the form signed by your department supervisor and then submit*

---*Administrative Use Only*---

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000003

House Republican Conference
- 2014 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: March 27 2014

Date(s) Requested for Time-Off: March 28, 2014

If we are in session, please provide explanation (Wedding/Funeral/etc): N/A — NYC trip

Total Number of Days Requested Off: 1

Dept. Supervisor Approval: _____ Date Approved: _____

**Please get the form signed by your department supervisor and then submit*

---*Administrative Use Only*---

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000004

House Republican Conference
- 2014 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 4/11

Date(s) Requested for Time-Off: 4/11

If we are in session, please provide explanation (Wedding/Funeral/etc): N/A

Total Number of Days Requested Off: 1

Dept. Supervisor Approval: _____ Date Approved: _____

**Please get the form signed by your department supervisor and then submit*

---*Administrative Use Only*---

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000005

House Republican Conference
- 2014 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 8/15/2014

Date(s) Requested for Time-Off: 8/13/2014, 8/25/2014, 9/5/2014

If we are in session, please provide explanation (Wedding/Funeral/etc): N/A

Total Number of Days Requested Off: 3

Dept. Supervisor Approval: _____ Date Approved: _____

**Please get the form signed by your department supervisor and then submit*

----------*Administrative Use Only*----------

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000006

House Republican Conference
- 2014 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 10.27.14

Date(s) Requested for Time-Off: 10.29, 10.30, 10.31, 11.3, 11.4, & 11.5

If we are in session, please provide explanation (Wedding/Funeral/etc): N/A

Total Number of Days Requested Off:

Dept. Supervisor Approval: _____ Date Approved: _____

**Please get the form signed by your department supervisor and then submit*

----------*Administrative Use Only*----------

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: Cathy McMorris Rodgers Date Approved: 10/27/14

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

COE.MCMRODGERS.066649

CMR.HEC.Production.020217.000007

House Republican Conference
- 2015 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 1/20/2015

Date(s) Requested for Time-Off: half day 1/22 & 1/23

If we are in session, please provide explanation (Wedding/Funeral/etc):

Total Number of Days Requested Off: 1.5

Dept. Supervisor Approval: _____ Date Approved: 1/27/15

**Please get the form signed by your department supervisor and then submit*

---------- *Administrative Use Only* ----------

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

COE.MCMRODGERS.066650

CMR.HEC.Production.020217.000008

House Republican Conference
- 2015 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 5/3

Date(s) Requested for Time-Off: 5/4, 5/5, 5/6

If we are in session, please provide explanation (Wedding/Funeral/etc):

Total Number of Days Requested Off: 3

Dept. Supervisor Approval: [signature] Approved: 05/3/2015

**Please get the form signed by your department supervisor and then submit*

---------- *Administrative Use Only* ----------

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000009

House Republican Conference
- 2015 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 6/3

Date(s) Requested for Time-Off: 6/4, 6/5, 6/8

If we are in session, please provide explanation (Wedding/Funeral/etc):

Total Number of Days Requested Off: 3

Dept. Supervisor Approval: _____ Approved: 06/2/2015

**Please get the form signed by your department supervisor and then submit*

---*Administrative Use Only*---

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000010

House Republican Conference
- 2015 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 6/25

Date(s) Requested for Time-Off: 6/26, 6/29, 6/30

If we are in session, please provide explanation (Wedding/Funeral/etc):

Total Number of Days Requested Off: 3

Dept. Supervisor Approval: Cathy McMorris Rodgers Approved: 06/3/2015

**Please get the form signed by your department supervisor and then submit*

---*Administrative Use Only*---

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

CMR.HEC.Production.020217.000011

House Republican Conference
- 2015 -

Time-Off Request Form

Staff Member Requesting Time-Off: Jeremy Deutsch

Date of Request: 2/5/2016

Date(s) Requested for Time-Off: 2/5/2016

If we are in session, please provide explanation (Wedding/Funeral/etc):

Total Number of Days Requested Off: 1

Dept. Supervisor Approval: _____ Date Approved: 2/5/2016

**Please get the form signed by your department supervisor and then submit*

---*Administrative Use Only*---

Number of Days Remaining Prior to Request: _____

Number of Days Remaining After Requested Time Used: _____

Administrative Approval: _____ Date Approved: _____

Administrative Notes to Chief of Staff: _____

Chief of Staff Approval: _____ Date Approved: _____

**Please note that requests are NOT considered approved until ALL required Signatures are given.*
**Requests will be reviewed on the basis of date submitted, seniority of requesting staff member, time-off already used, and the Congressional calendar.*

EXHIBIT 85

BF.CMR.HEC.030916.Q11.000846

Event Summary for Event # 206962

General:

Scheduled For: Cathy McMorris Rodgers, Brian Rodgers, Rashelle Conley, Andrea DeFelice
Date: 4/18/2013
Time: 5:00 PM (ET) - 8:00 PM (ET)
Status: APPROVED
Summary: CMR, JDD, & DMS to ride train DC - NYC
Notes: Dep Union Station 5:00PM Arr NY Station 7:45PM Confirmation #: 0A5A3F
Short Description:

Private: N
Major: N

Additional Information:

Office Location: DC
Address:
Topic: POLITICAL, TRAVEL TIME
Created: 1/8/2013 by Amy Harris
Last Changed: 4/18/2013 by Rashelle S. Conley

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

BE.CMR.HEC.030916.011.000854

April 18, 2013

Thursday

April 2013

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 2013

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

THURSDAY

18

VOTES

Notes

9 AM
- **Cantor Prep**
  Hideaway

10
- **Meet w/ Rep. Eric Cantor**
  H-329

11
- **Deputy Whip**
  H-107
- **Meet w/ John Halliwell, P**
  Hideaway
- **Meet w/ Mark Benson**
  Cannon 202A; Deutsch, Jere

12 PM
- **Chiefs Lunch**
  H-326
  Deutsch, Jeremy
- **Meet w/ Sam Gedart**
- **Meet w/ Sam and Stan**
- **Catalyst Lunch w/ National Community Pharmacists Association**
  AGC Townhouse, 53 D St SE

1
- **Meet w/ Bob Moore and Hans Kaiser**
  202A Cannon; Deutsch, Jeremy

2
- **Meet w/ Greg Lane**
  202A CHOB

3
- **Meet w/ Chief Deputy Steve Henry**
  Cannon 202A

4

5

COE.MCMRODGERS.060047

BF CMR HFC 030916 Q11 000855

April 19, 2013

Friday

April 2013

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 2013

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FRIDAY

19

NYC Travel

Meet w/ Michael Waldorf, Partner, Paulson & Co
Paulson & Co., 1251 Ave of Americas, 50th Floor

9 AM

Meeting w/ Colin Shaw (CEO, Beyond Philosophy)
Conference Call
Walker, Ryan

10

Meet w/ William Mills - CEO of Citigrou
Citi Group, 399 Park Avenue (between 53rc

Roundtable Discussion at Citi
Citi, 399 Park Avenue (between 53rd and 54th) Second Floor

11

12 PM

CMR

1

Meet w/ Annie Dickerson, Paul Singer's
40 West 57th Street (between 5th & 6th Ave), 30th Floor

Lunch with David Jaroslawicz & Robert Goldbaum
Rue 57, 60 W 57th St

2

3

Meet w/ Freda Lewis Hall - Chief Medical Officer, Pfizer
Pfizer, 235 E 42nd St

4

5

CMR, JDD, & DMS to ride train NYC - DC

Notes

Deutsch, Jeremy 2 3/8/2016 10:15 AM

COE.MCMRODGERS.060048

BF.CMR.HEC.030916.Q11.000866

Event Summary for Event # 213050

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice
Date: 5/30/2013 **Private:** N
Time: 10:00 AM (ET) - 11:33 AM (ET) **Major:** N
Status: APPROVED
Summary: CMR to ride train DC - PA
Notes: Dep Union Station 10:00 AM Arr Philadelphia 11:33 AM Confirmation # 38B5E7
Short Description:

Additional Information:

Office Location: DC
Address:
Topic: TRAVEL TIME
Created: 5/24/2013 by Andrea Louise DeFelice
Last Changed: 5/29/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

BF.CMR.HEC.030916.Q11.000867

Event Summary for Event # 213090

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice

Date: 5/30/2013 **Private:** N

Time: 12:00 PM (ET) - 1:20 PM (ET) **Major:** N

Status: APPROVED

Summary: NRCC Major Donor Lunch

Notes: STAFF JDD Joe AGENDA 12:00 PM NRCC Major Donor Lunch Begins. 12:00 PM â€" 12:15 PM Mix/Mingle 12:15 PM Manny Stamatakis welcomes everyone and thanks them for attending and introduces Rob Simms for presentation. 12:15 PM â€" 12:45 PMNRCC Political Presentation 12:45 PM Rob Simms introduces CMR. 12:45 PM â€" 1:00 PM CMRâ€™s Brief Remarks on her role as Conference Chair and the importance of supporting the NRCC. 1:00 PM â€" 1:10 PM Q&A ATTENDEES Jerry Cotlov: Executive Vice President & COO, East River Bank Nick DeBenedictis: Chairman & CEO, Aqua America, Inc. Richard Hocker: Founder, Chief Investment Officer & CEO, Penn Capital Management Gerry McBride Chuck Pennoni: Founder & Chairman, Pennoni Associates, Inc. (Engineering) Bill Sasso: Chairman, Stradley Ronon Stevens & Young (Law Firm) Craig Snider, Philadelphia Flyers Manny Stamatakis: CEO, Capital Management Enterprises Christine Toretti: CEO, S.W. Jack Drilling Co. Norm Watts: CEO, Watts Investments Representative Pitts Representative Fitzpatrick Rob Simms, NRCC Political Director POC Maria Diesel 610-430-0271

Short Description:

Additional Information:

Office Location: DC

Address: The Union League, The Lincoln Room, 140 S. Broad St.,Philadelphia PA 19102

Topic: POLITICAL

Created: 5/24/2013 by Andrea Louise DeFelice

Last Changed: 5/29/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

Event Summary for Event # 213091

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice
Date: 5/30/2013
Time: 1:30 PM (ET) - 2:30 PM (ET)
Status: APPROVED
Summary: Major Donor Event with Congressman Fitzpatrick
Notes: STAFF JDD Joe
Short Description:

Private: N
Major: N

Additional Information:

Office Location: DC
Address: Buchanan, Ingersoll, & Rooney, 50 S. 16th ST. #3200,Philadelphia PA 19102
Topic: POLITICAL
Created: 5/24/2013 by Andrea Louise DeFelice
Last Changed: 5/29/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

BF.CMR.HEC.030916.Q11.000869

Event Summary for Event # 213271

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice
Date: 5/30/2013 **Private:** N
Time: 2:45 PM (ET) - 4:45 PM (ET) **Major:** N
Status: APPROVED
Summary: Finance Calls & Downtime
Notes: STAFF JDD Joe POC Michelle Singer 215-286-3520 michelle_singer@comcast.com
Short Description:

Additional Information:

Office Location: DC
Address: Comcast Corporation, 1701 JFK Blvd., Philadelphia
Topic: POLITICAL
Created: 5/29/2013 by Andrea Louise DeFelice
Last Changed: 5/29/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

Event Summary for Event # 213092

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice
Date: 5/30/2013
Time: 5:00 PM (ET) - 6:00 PM (ET)
Status: APPROVED
Summary: Meet with Chris Doggett
Notes: STAFF JDD Joe
Short Description:

Private: N
Major: N

Additional Information:

Office Location: DC
Address: The Union League, 140 S. Broad St.,Philadelphia PA 19102
Topic: POLITICAL
Created: 5/24/2013 by Andrea Louise DeFelice
Last Changed: 5/29/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

BF.CMR.HEC.030916.Q11.000871

Event Summary for Event # 213093

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice
Date: 5/30/2013 **Private:** N
Time: 6:15 PM (ET) - 8:00 PM (ET) **Major:** N
Status: APPROVED
Summary: Dinner with Meehan Major Donors
Notes: STAFF JDD Joe NOTE Organized by Pennsylvania National Committeewoman, Christine J. Toretti
Short Description:

Additional Information:

Office Location: DC
Address: Distrito, 3945 Chesnut St.,Philadelphia PA
Topic: POLITICAL
Created: 5/24/2013 by Andrea Louise DeFelice
Last Changed: 5/29/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

BF.CMR.HEC.030916.Q11.000872

May 30, 2013

Thursday

May 2013

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June 2013

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

THURSDAY

30

DISTRICT WORK WEEK

9 AM — **AD to P/U CMR and take to Union Station**

10 — **CMR to ride train DC - PA**

11

12 PM — **NRCC Major Donor Lunch**
The Union League, The Lincoln Room, 140 S. Broad St. Philadelphia PA 19102

1 — **Major Donor Event with Congressman Fitzpatrick**
Buchanan, Ingersoll, & Rooney, 50 S. 16th ST. #3200 Philadelphia PA 19102

2

3 — **Finance Calls & Downtime**
Comcast Corporation, 1701 JFK Blvd., Philadelphia

4 — **Dome Tour for Liron Bruck +6 others**

5 — **Meet with Chris Doggett**
The Union League, 140 S. Broad St. Philadelphia PA 19102

6:00pm - 6:13pm Depart Union League

6:15pm - 8:00pm Dinner with Meehan Major Donors(Distrito, 3945 Chesnut St. Philadelphia PA)

8:00pm - 8:35pm Depart Distrito

9:00pm - 10:00pm CMR KS to check into Hotel du Pon:(42 W. 11th St. Wilmington DE 19801)

Notes

BF.CMR.HEC.030916.Q11.000908

June 10, 2013

Monday

June 2013

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July 2013

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

MONDAY

10

2013 ELC/New York House Leadership Event

9 AM

10 **NRCC Donor Meeting w/ Stephanie Whittier and Susan Grove (National Finance Committee Members)**
New York Palace Hotel, Edison & Foyer Room 455 Madison Ave. New York NY 10022

11 **Prep Time**

Travel Time

12 PM **Meeting w/ Donald Trump**
Trump Tower, 26th Floor 725 5th Ave. New York NY

NRCC/Rick Lazio Hosted Lunch
The Links Club 36 E. 32nd St. New York NY 10021

1

Travel Time

2 **NRCC Donor Meeting w/ Private Equity Growth Capital Council**
9 W. 57th St., 43rd Floor New York NY 10019

3 **Travel Time/Down Time**

4 **Reception w/ David Jaroslawicz and Supporters**
Lavo, 39 E. 58th St. New York NY

5 **NRCC VIP Reception Featu**
The Home of Joe Ricketts Tl

Travel Time

7:00pm - 8:30pm Private Dinner with Speaker Boehner and Leader Cantor(A Voce 10 Columbus Circle New York NY 10019)

9:15pm - 11:59pm CMR, JDD, and Nick to ride train NYP - WAS

Notes

BF.CMR.HEC.030916.Q11.000902

Event Summary for Event # 213562

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice
Date: 6/10/2013
Time: 12:00 PM (ET) - 1:00 PM (ET)
Status: APPROVED
Summary: Meeting w/ Donald Trump
Notes: Ask for Jason Greenblatt at Reception
Short Description:

Private: N
Major: N

Additional Information:

Office Location: DC
Address: Trump Tower, 26th Floor, 725 5th Ave.,New York NY
Topic: POLITICAL
Created: 5/31/2013 by Andrea Louise DeFelice
Last Changed: 6/06/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

BF.CMR.HEC.030916.Q11.000903

Event Summary for Event # 214210

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice
Date: 6/10/2013
Private: N
Time: 2:00 PM (ET) - 3:00 PM (ET)
Major: N
Status: APPROVED
Summary: NRCC Donor Meeting w/ Private Equity Growth Capital Council
Notes: (Goal: Get CEO & Executives engaged in NRCC Fundraising) **Rep. Lynn Jenkins will also be in attendance.
Short Description:

Additional Information:

Office Location: DC
Address: 9 W. 57th St., 43rd Floor,New York NY 10019
Topic: POLITICAL
Created: 6/9/2013 by Andrea Louise DeFelice
Last Changed: 6/09/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

Event Summary for Event # 213564

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poulios, Andrea DeFelice
Date: 6/10/2013
Time: 4:00 PM (ET) - 5:30 PM (ET)
Status: APPROVED
Summary: Reception w/ David Jaroslawicz and Supporters
Notes:
Short Description:

Private: N
Major: N

Additional Information:

Office Location: DC
Address: Lavo, 39 E. 58th St.,New York NY
Topic: POLITICAL
Created: 5/31/2013 by Andrea Louise DeFelice
Last Changed: 6/07/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

BF.CMR.HEC.030916.Q11.000905

Event Summary for Event # 214270

General:

Scheduled For: Cathy McMorris Rodgers, Jeremy Deutsch, Brian Rodgers, Rashelle Conley, George_Poullos, Andrea DeFelice
Date: 6/10/2013 **Private:** N
Time: 9:15 PM (ET) - 11:59 PM (ET) **Major:** N
Status: APPROVED
Summary: CMR, JDD, and Nick to ride train NYP - WAS
Notes: CMR Reservation # 4CB6CC JDD Reservation # 4CC310 Nick Reservation # 4CBF0D
Short Description:

Additional Information:

Office Location: DC
Address:
Topic: TRAVEL TIME
Created: 6/10/2013 by Andrea Louise DeFelice
Last Changed: 6/10/2013 by Andrea Louise DeFelice

0 Attachments:

0 People:

0 Open Workflow:

0 Closed Workflow:

0 Documents:

BF.CMR.HEC.Production.031816.Q8.000059

From: [redacted]@aol.com
Date: Thursday, May 29, 2014 at 4:57:24 PM Eastern Daylight Time
To: [redacted]@msn.com
Cc:
Subject: **Fwd: Package Confirmation | Houston Mon, Jun 2, 2014**

Don: I wanted to let you now that next week I am flying to meet Dr. Schweitzer in Houston. he has an annual conference there, wanted me to meet him there and discuss the campaign reelect and other ways he can be helpful for our political efforts. Thank you.

-----Original Message-----
From: Orbitz <[redacted]@orbitz.com>
To: jdgop <[redacted]@aol.com>
Sent: Thu, May 29, 2014 4:51 pm
Subject: Package Confirmation | Houston Mon, Jun 2, 2014

Orbitz record locator PBORB1685472624
Package Confirmation | Houston Mon, Jun 2, 2014
You can always view your itinerary online for the most up-to-date information.

Traveler information

Traveler names, loyalty programs, and ticket type

Flight traveler information

Traveler 1	**JEREMY DEUTSCH**
Airline Ticket Number:	0067418989705 Electronic
Primary phone number:	2064592360
Meal (if available):	Standard
Requests for disabled travelers:	Notice to airline of the ticket number
Hotel reservations under:	jeremy deutsch

Air + Hotel

Orbitz record locator PBORB1685472624
To make changes to your trip, go to Trip details | Terms and conditions

Flight itinerary

Orbitz record locator: PBORB1685472624

Cost and Billing Summary

This booking is subject to our Privacy Policy and our Terms and Conditions

Trip cost

Flight + Hotel Package
Airline ticket(s): 1
Hotel night(s): 1
Rooms: 1

Booked together	**$877.47**
Total due at booking	**$877.47**

Includes taxes and fees

Please Note: You will see separate charges for this purchase totaling the purchase amount.

Additional baggage fees may apply.

This reservation was made on Thu, May 29, 2014 3:45 PM CDT.

Billing information
Card holder's name:

BF.CMR.HEC.Production.031816.Q8.000060

Flight terms and conditions

Leave	Mon, Jun 2	5hr 24min Total time	
Depart	**Washington DC, District of Columbia**		Delta Air Lines 151 Economy | Boeing Douglas MD-90 541 mi | 1hr 54min
2:00 PM	Reagan Airport (DCA) | Terminal B		
Stop 1	**Atlanta, Georgia**		
3:54 PM	Hartsfield-Jackson Airport (ATL) | Terminal S		
On-time: 90%			
Change planes. Time between flights: 1hr 21min			
Depart	**Atlanta, Georgia**		Delta Air Lines 2299 Economy | Boeing 717 691 mi | 2hr 9min
5:15 PM	Hartsfield-Jackson Airport (ATL) | Terminal S		
Arrive	**Houston, Texas**		
6:24 PM	Hobby Airport (HOU)		
On-time: 70%			
Return	**Tue, Jun 3**	**4hr 43min Total time**	
Depart	**Houston, Texas**		Delta Air Lines 1142 Economy | Boeing 717 691 mi | 1hr 58min
3:30 PM	Hobby Airport (HOU)		
Stop 1	**Atlanta, Georgia**		
6:28 PM	Hartsfield-Jackson Airport (ATL) | Terminal S		
On-time: 80%			
Change planes. Time between flights: 0hr 52min			
Depart	**Atlanta, Georgia**		Delta Air Lines 1738 Economy | Boeing Douglas MD-90 541 mi | 1hr 53min
7:20 PM	Hartsfield-Jackson Airport (ATL) | Terminal S		
Arrive	**Washington DC, District of Columbia**		
9:13 PM	Reagan Airport (DCA) | Terminal B		
On-time: 80%			

Jeremy Deutsch

Card type: [redacted]

Card number: [redacted]

Billing Address: [redacted]

Trip Policies

Payment

Your credit card will be charged the Orbitz package price indicated at the time of booking. You may see separate charges on your credit card statement - one from Orbitz and one from the supplier you selected.

Cancellation

Cancellations of your Orbitz Package will incur a cancellation fee. The amount of the fee will depend on when you cancel. You may only cancel your entire Orbitz Package and not any individual component. See our booking terms and conditions for more details or call our Customer Service Team at 1-888-656-4546.

Change

Changes to your Orbitz Package after the time of booking will incur both change fees and any additional amount attributable to any increase in price of your Orbitz Package that result from the changes. Changes are subject to availability and to restrictions and limitations imposed by airlines, hotels, and other travel providers. Some

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Delta Air Lines record locator: GWKC8H
Security update: Airports and airlines now require that you obtain a boarding pass before entering the security checkpoint. Review the latest airport security rules.

Hotel Information

Orbitz record locator PBORB1685472624

Hotel

JW Marriott Houston hotel details | map

Hotel confirmation number: V7JZY4

5150 Westheimer Road, 5150 Westheimer Road, Houston, TX 77056 US

Phone: +1 (713) 961-1500 | **Fax:** +1 (713) 961-5045

Date and time:

Check-in: Mon, Jun 2, 2014 | **Check-out:** Tue, Jun 3, 2014

Hotel check-in/check-out: 04:00 PM 12:00 PM

Reservation

Room(s): 1 | Guest(s) 1 | Night(s): 1

Jeremy deutsch must check in to this room.

Guest(s) 1 | Night(s): 1

Room description: Deluxe room, 1 king or 2 double, 435sqft 39sqm, wireless internet for a fee, wired internet for a fee, coffee tea maker deluxe room, 1 king or 2 double, 435sqft 39sqm, wireless internet for a fee, wi

Special requests: Non-smoking

*Special requests are sent to the hotel but cannot be guaranteed.Orbitz recommends that you contact the hotel directly to ensure your request can be accommodated.

Car Information

No car selected

Add a rental car in Houston

Activities Information

Add activities in Houston

airline tickets cannot be changed. See our booking terms and conditions for more details or call our Customer Service Team at [redacted]

Orbitz Travel Alerts

No flight alerts have been setup.

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Lastly, please remember that your itineraries are always available in My Trips. If you have any questions, please visit Orbitz Customer Service.
Again, thank you for choosing Orbitz.
Enjoy your trip!
The Orbitz Travel Team
**Please do not respond directly to this e-mail. Contact us here
Orbitz

500 W. Madison St., Suite 1000

Chicago, IL 60661

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Crocker, Nick

Subject:	Flight to LA
Location:	DCA
Start:	Wed 3/11/2015 8:00 AM
End:	Wed 3/11/2015 3:30 PM
Recurrence:	(none)
Organizer:	Deutsch, Jeremy

Confirmation Code:
AMMNBI

Alaska 5
Boeing 737-800 Washington, DC-Reagan National (DCA)
Wed, Mar 11
9:15 am Los Angeles, CA (LAX)
Wed, Mar 11
12:21 pm S
(Coach)
Amanda Reagan
Jeremy Deutsch 17F
6D

COE.MCMRODGERS.061616

BF.CMR.HEC.030916.Q11.001457

Gmail

Jeremy Deutsch <[redacted]@gmail.com>

Hey

Dawn Sugasa <[redacted]@gmail.com> Wed, Mar 11, 2015 at 1:13 PM
To: Jeremy Deutsch <[redacted]@gmail.com>
Cc: Joe Rachinsky <[redacted]@catalystgroupllc.com>, David Peluso <[redacted]@gmail.com>, Amy Reagan <[redacted]@theamericandreamproject.net>

Here's the updated spreadsheet. I'm happy to walk through it when you land?

- I included new number from David Cohen to reflect $15,000 right now;
- I included a conservative number of $12,000 more from direct mail.
- I did not include Stan's $3K because I don't think we're going to get that much online.
- Still only counting $50,000 from NYC. Mindelynn said some of it is fluid and she doesn't want to up the number. It would be helpful if JDD or DP would call Roche and put the push on to help us out.

Still a good pathway to get there (major donors can make up the difference but I need help) and we need our pledges to come through (Philly, SXSW, Portland).
Thanks,
Dawn

On Wed, Mar 11, 2015 at 8:47 AM, Jeremy Deutsch <[redacted]@gmail.com> wrote:

> Can I get the updated spreadsheet. I will be with CMR and really want to have a firm handle on our numbers especially as we hit the final stretch. Thanks guys.
>
> Sent from my iPhone

--
Dawn Sugasa
[redacted] (mobile)
509.863.9523 (office)

Updated Tracking Sheet Format - 0311.xlsx
66K

Q1 TRACKING UPDATE

2015 Q1	GOAL	RECEIVED	PLEDGE	TOTAL	Left to Raise
[illegible]	$ 542,424	$ 132,039	$ 320,400	$ 452,439	$ 89,985
[illegible]	$ 150,000	$ 23,500	$ 59,000	$ 82,500	$ 67,500
NRCC	$ 250,000	$ 35,000	$ 5,000	$ 40,000	$ 210,000

NOTES: NRCC is most concerning but we need to push Roche in NYC to get to $75K

[illegible]	GOAL	RECEIVED	PLEDGE	TOTAL	Left to Raise	Notes
[illegible]	$ 115,000	$ 13,500	$ 44,000	$ 57,500	$ 57,500	
[illegible]	$ 35,000	$ 10,000	$ 15,000	$ 25,000	$ 10,000	Pledge went down, Lumry's aren't ready
[illegible]	$ 150,000	$ 23,500	$ 59,000	$ 82,500	$ 67,500	

NOTES: On the individual and PAC front, we have to make more calls.

[illegible]	GOAL	RECEIVED	PLEDGE	TOTAL	Left to Raise	Notes
[illegible]	$ 44,424	$ 8,428	$ 12,000	$ 20,428	$ 23,996	Conservatively, I think we'll get another 10K.
[illegible]	$ 10,000	$ 1,445	$ -	$ 1,445	$ 8,555	
[illegible]	$ 175,000	$ 43,750	$ 90,500	$ 134,250	$ 40,750	
[illegible]	$ 108,000	$ 35,200	$ 72,800	$ 108,000	$ -	Need help with Larison, Schneidmiler & Hennessy
[illegible]	$ 40,000	$ 35,316	$ 2,500	$ 37,816	$ 2,184	
[illegible]	$ 165,000	$ 7,900	$ 142,600	$ 150,500	$ 14,500	
[illegible]	$ 542,424	$ 132,039	$ 320,400	$ 452,439	$ 89,985	

NOTES: Need to push the travel number (NYC & Philly), but major donors hinges on Kemper, Perry, Larison, Strong coming through

Events and Travel Detail	GOAL	RECEIVED	PLEDGE	TOTAL	Left to Raise	Notes
Seattle	$ 25,000	$ 26,000	$ 1,500	$ 27,500	$ 2,500	
Olympia	$ 15,000	$ 9,316	$ 1,000	$ 10,316	$ 4,684	
Miami - 2/13	$ 10,000	$ -	$ -	$ -	$ -	
Philadelphia - 2/23	$ 30,000	$ 5,400	$ 14,600	$ 20,000	$ 14,600	Maria is following up with Snider next week.
Sea Island - 3/5	$ 10,000	$ -	$ 5,000	$ 5,000	$ 5,000	Braly doing $5,000. Other follow up needed to get to 10K.

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Los Angeles - 3/12								
Ripon	$ 20,000		$ 20,000	$ 20,000	$ -			
LA AIPAC	$ 10,000		$ 15,000	$ 15,000	-$ 5,000			
Individual Donors	$ 5,000		$ -	$ -	$ 5,000	Studio guys & SPM's group		
Austin - 3/13					$ -			
SBxSW	$ 20,000	$ 1,500	$ 9,000	$ 10,500	$ 9,500			
San Antonio	$ 10,000	$ -	$ 10,000	$ 10,000	$ -	Susan is confident we'll get to 10K		
NYC 3/20 - 3/22	$ 30,000	$ 1,000	$ 49,000	$ 50,000	$ 20,000	I think we can do more, JDD or DP should call Roche		
Portland - 3/31	$ 20,000	$-	$ 20,000		$ 20,000	ARFC is going to drive $20,000 our way by 3/31. CMR needs to make a few calls for it.		
NOTES: Portland coming through is helpful. Need calls to get more out of Sea Island. JDD or DP need to put pressure on NYC.								

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Crocker, Nick

From: Amy Reagan <[redacted]@gmail.com>
Sent: Tuesday, March 10, 2015 6:06 PM
To: Crocker, Nick
Subject: Fwd: JEREMY D AUSTIN 15MAR15

Can you add this to JD's calendar?

---------- Forwarded message ----------
From: **Delta Air Lines** <[redacted]@e.delta.com>
Date: Tue, Mar 10, 2015 at 6:04 PM
Subject: JEREMY D AUSTIN 15MAR15
To: [redacted]@gmail.com

Hello, JEREMY

Your Trip Confirmation - [redacted]

Sun, 15MAR	DEPART	ARRIVE
DELTA 1868 MAIN CABIN (M)	AUSTIN 10:30am	ATLANTA 1:41pm
DELTA 2138 MAIN CABIN (M)	ATLANTA 2:20pm	WASHINGTON-REAGAN 4:06pm

Passenger Info

NAME	FLIGHT	SEAT
JEREMY DEUTSCH	DELTA 1868	10B
	DELTA 2138	27E

1

BF.CMR.HEC.Production.031816.Q8.000108

Visit delta.com or use the Fly Delta app to view, select or change your seat.
If you purchased a Delta Comfort+™ seat or a Trip Extra, please visit My Trips to access a receipt of your purchase.

Flight Receipt

Ticket #: 0062303613777

Place of Issue: Delta.com

Issue Date: 10MAR15

Expiration Date: 10MAR16

METHOD OF PAYMENT

[redacted] **$616.60 USD**

CHARGES

Air Transportation Charges

Base Fare	$552.56 USD
Taxes, Fees and Charges	
United States - September 11th Security Fee(Passenger Civil Aviation Security Service Fee) (AY)	$5.60 USD
United States - Passenger Facility Charge (XF)	$9.00 USD
United States - Flight Segment Tax (ZP)	$8.00 USD
United States - Transportation Tax (US)	$41.44 USD
TICKET AMOUNT	**$616.60 USD**

This ticket is non-refundable unless the original ticket was issued at a fully refundable fare. Some fares may not allow changes. If allowed, any change to your itinerary may require payment of a change fee and increased fare. Failure to appear for any flight without notice to Delta will result in cancellation of your remaining reservation.

Note: When using certain vouchers to purchase tickets, remaining credits may not be refunded. Additional charges and/or credits may apply.

Extras

Document #: 0060146351012

Date of issue: 10MAR15

This document expires: 09MAR16

DELTA COMFORT+™	29.00 USD
Tax	0.00

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TOTAL **29.00 USD**

NON REFUNDABLE/NO CHANGES/NON TRANSFERABLE/NOT VALID FOR TRAVEL

Important Note: Retain this receipt for your records. If travel or check-in commences on a carrier other than Delta, this receipt must be presented at the time of service or a fee will be assessed. If purchasing Delta Sky Club® memberships, all Delta SkyMiles® and Delta Sky Club® rules apply.

Checked Bag Allowance

The fees below are based on your original ticket purchase. **If you qualify for free or discounted checked baggage,** this will be taken into account when you check in.

Sun 15 Mar 2015	DELTA: AUS [illegible] ATL	
CARRY ON	FIRST	SECOND
FREE	$25USD	$35USD

Sun 15 Mar 2015	DELTA: ATL [illegible] DCA	
CARRY ON	FIRST	SECOND
FREE	FREE	FREE

Visit delta.com for details on baggage embargos that may apply to your itinerary.

Transportation of Hazardous Materials

Federal law forbids the carriage of hazardous materials aboard aircraft in your luggage or on your person. A violation can result in civil penalties. Examples include: Paints, aerosols, lighter fluid, fireworks, torch lighters, tear gases and compressed gas cartridges.

There are special exceptions for small quantities (up to 70 ounces total). For further information visit delta.com Restricted Items Section.

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3

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Note: When using certain vouchers to purchase tickets, remaining credits may not be refunded. Additional charges and/or credits may apply.

Checked Bag Allowance

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Delta One™/First/Business Class weight allowance reverts to 50 lbs for all checked bags beyond regular free allowance.

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A standard checked bag with Delta may be up to 50 lbs and 62 linear inches (per piece). Additional fees apply for oversize, overweight, and/or additional pieces of checked baggage. Please review Delta's baggage guidelines for details. Weight and size restrictions may vary when checking baggage on carriers other than Delta. Contact with the operating carrier for detailed checked baggage allowances. You must be checked in at the gate by the applicable check-in deadlines or your reservation may be cancelled. Please review Delta's check-in requirement guidelines for details. Check-in requirements vary by airline, so if your ticket includes travel on other airlines, please check with the operating carrier on your ticket.

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· alternative air carriers or aircraft, and rerouting.
• Our policy on overbooking flights, and your rights if we deny you boarding due to an oversold flight.

These terms are incorporated by reference into our contract with you. You may view these conditions of carriage on delta.com, or by requesting a copy from Delta.

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Crocker, Nick

Subject:	Train to NYC
Start:	Thu 3/19/2015 1:00 PM
End:	Thu 3/19/2015 3:45 PM
Recurrence:	(none)
Meeting Status:	Not yet responded
Organizer:	McMorris Rodgers, Cathy
Required Attendees:	Amy Reagan <[redacted]@theamericandreamproject.net> [redacted]@theamericandreamproject.net)

add this as well..

Jeremy just called me and told me he was going...

---------- Forwarded message ----------
From: <[redacted]@amtrak.com>
Date: Thu, Mar 19, 2015 at 10:06 AM
Subject: Amtrak: eTicket and Receipt for Your 03/19/2015 Trip - JEREMY DEUTSCH
To: [redacted]@gmail.com

SALES RECEIPT

AMTRAK

Purchased: 03/19/2015 7:06 AM PTThank you for your purchase.

1. Retain this receipt for your records.
2. Print the attached eTicket and carry during your trip.

Merchant ID 0063860 Massachusetts AvenueWashington, DC 20002800-USA-RAILAmtrak.com

1

SERVICE
Subtotal
$267.00
Train 2121: NEW YORK (PENN STATION), NY - WASHINGTON, DCDepart 2:00 PM, Friday, March 20, 2015
1 ACELA EXPRESS BUSINESS CL SEAT
$238.00
Ticket Terms & ConditionsACELA EXPRESS SERVICE, NO PARTIAL REFUND IF USED ON OTHER SERVICE
Subtotal
$238.00
Total Charged by Amtrak
$505.00
Passengers
Jeremy Deutsch
Important Information

- Tickets are non-transferrable.
- Changes to your itinerary may affect your fare.
- Refund and exchange restrictions and penalties for failure to cancel unwanted travel may apply. If your travel plans change, call us before departure to change your reservation. If you do not board your train, your entire reservation from that point will be canceled. If you board a different train without notifying us, you will have to pay for it separately; the conductor cannot apply the money paid for your prior reservation. For all travel on or after March 1, 2014, for most Acela Express Business class reservations and Reserved Coach class reservations, you must cancel your reservation at least 24 hours prior to the train's departure in order to be eligible for a full refund. If the reservation is canceled within 24 hours of departure, a refund fee will apply. If the reservation is not canceled prior to scheduled departure ("no show"), the entire amount paid for the reservation will be forfeited. See the refund/exchange policy at Amtrak.com/refund.
- Summary of Conditions of Contract: Ticket valid for carriage or refund (subject to the refund rules of the fare purchased) for twelve months after date of issue unless otherwise specified. Amtrak tickets may only be sold or issued by Amtrak or an authorized travel agent/tour operator. Tickets sold or issued by an unauthorized third party will be voided by Amtrak. This ticket is a contract of carriage between Amtrak and the ticket holder, which is subject to specific terms and conditions, which are available for inspection at Amtrak ticket counters, on the Amtrak website at Amtrak.com/conditionsofcontract, or by calling 1-800-USA-RAIL. Tickets sold for non-Amtrak service are subject to the tariffs of the providing carrier.
- Questions? Contact us online at Amtrak.com/contact or call 1-800-USA-RAIL (1-800-872-7245) or TDD/TTY (1-800-523-6590).



Deutsch Jeremy
20150319100603...

BF.CMR.HEC.030916.Q11.001548

Gmail

Jeremy Deutsch <[redacted]@gmail.com>

Current NYC LBL & Update

Jeremy Deutsch <[redacted]@gmail.com> Mon, Mar 16, 2015 at 11:32 AM
To: Dawn Sugasa <[redacted]@gmail.com>
Cc: David Peluso <[redacted]@gmail.com>, Nate Hodson <[redacted]@gmail.com>, Joe Rachinsky <[redacted]@catalystgroupllc.com>, Amy Reagan <[redacted]@theamericandreamproject.net>, "[redacted]@gmail.com" <[redacted]@gmail.com>, Stan Shore <[redacted]@politicalservices.org>

Dawn: Please work with Susan directly on TX and getting to 10K. She will have a much better read than me. The AIPAC brkf will be 25K.

On Mon, Mar 16, 2015 at 11:17 AM, Dawn Sugasa <[redacted]@gmail.com> wrote:
> Great. Thanks, Jeremy.
>
> I will update the tracker once today's are entered (which will only be through Friday - I know, I know). Can I get an update on how the asks/meetings went in TX? Did Susan say anything about where she thinks we are on the 10k?
>
> Joe, do you have numbers on Ripon & Dell events?
>
> Sent from my iPhone
>
> On Mar 16, 2015, at 7:56 AM, Jeremy Deutsch <[redacted]@gmail.com> wrote:
>
>> Thanks Dawn. I just reached out to Thain's point person. Please stay tuned. I think it would be helpful for us to hop on a call later today for 30 mins to discuss there items:
>> 1) Q1 Push
>> 2) RISE event
>> 3) NYC
>>
>> Amy can you help us find some time. After 5:30 would be best for me..may have a better picture of odds and ends by that time too.
>>
>> On Sun, Mar 15, 2015 at 9:40 PM, Dawn Sugasa <[redacted]@gmail.com> wrote:
>>> Good evening, Team -
>>>
>>> Here's the current line by line for Thursday's trip. I had a good call with Mindelynn on Thursday. She is getting me all of the briefing materials, attendees, etc. tomorrow. You'll also note there is still a hole. She feels really good about being able to fill it with productive meetings (some folks just hadn't gotten back to her yet).
>>>
>>> Jeremy, of course if you had any luck with John Thain, we would plug him into the hole instead.
>>>
>>> Mindelynn continues to ask me to keep the goal at 50K. If I had to guess, I think we'll at least be at 65K. Dan Loeb has already given $10,400 and Mr. Berman agreed to do $5,400 for the dinner. That's 15,800 right there. Stephanie Whittier is an unknown entity to Steve & Mindelynn. She committed to doing the lunch and adores CMR but they've never worked with her before so they want to make sure she can deliver before we factor in the $ from the lunch.
>>>
>>> On a side note, I believe CMR will feel like the trip is both successful and an efficient use of her time (we have our women's roundtable, a fundraising dinner, breakfast & lunch and big donor fundraising meetings).

BF.CMR.HEC.030916.Q11.001549

I will know more tomorrow and will keep you posted. Please let me know if you have questions in the meantime.
Thanks!
Dawn

–
Dawn Sugasa
[redacted](mobile)
509.863.9523 (office)

BF.CMR.HEC.030916.Q11.001550

AMERICAN DREAM
PROJECT

NYC TRIP

Mindelynn Young [redacted]
Ray, [redacted]

Thursday, March 19, 2015

1:00 PM	**Wheels up Union Station**
3:45 PM	**Wheels down Penn Station** **(picked up by Ray)**
4:30 PM– 5:15 PM	**Women's Financial Services Roundtable** UBS 1285 Avenue of the Americas New York, NY 10019 POC:
5:30 pm – 6:15 PM	**WNRC Reception** 3 West Club 3 West 51st Street New York, NY 10019 POC:
6:30 pm	**Fundraising Dinner** 3 West Club 3 West 51st Street New York, NY 10019 POC:
RON	**The London Hotel** 151 W 54th St New York, NY 10019

BF.CM[illegible] **Friday, March 13, 2015**

8:00 AM – 9:00 AM	**Darivoff Breakfast**
	Offices of Clarion Capital Partners, LLC 110 East 59th Street, Suite 2400 New York, NY 10022
9:30 – 11:30 AM	*OPEN*
12:00 PM – 1:30 PM	**Fundraising Lunch – Stephanie Whittier**
	Morgan Stanley 522 Fifth Avenue, 10th Floor New York, NY 10036 POC:
2:00 PM – 3:00 PM	**Meeting with Ken Mehlman**
	KKR 9 West 57th Street 42nd Floor New York, NY 10019 POC:
3:00 – 4:00 PM	**Meeting with Dan Loeb**
5:30 PM	**Wheels up JFK**
TBD	**Wheels down DC.**

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Gmail

Nicholas Crocker <[redacted]@gmail.com>

Fwd: Hyatt Regency Bellevue on Seattle's Eastside - Change - JEREMY DEUTSCH - August 6, 2015 - 609955

Dawn Sugasa <[redacted]@gmail.com> Tue, Aug 4, 2015 at 5:14 PM
To: Nicholas Crocker <[redacted]@gmail.com>
Cc: Jeremy Deutsch [redacted]@gmail.com>

Thursday night...
---------- Forwarded message ----------
From: **Matthew Dill** <[redacted]@cathyforcongress.com>
Date: Tue, Aug 4, 2015 at 2:11 PM
Subject: Fwd: Hyatt Regency Bellevue on Seattle's Eastside - Change - JEREMY DEUTSCH - August 6, 2015 - 609955
To: Dawn Sugasa <[redacted]@gmail.com>

For Jeremy

Matthew Dill | Finance Coordinator (email)
Cathy McMorris Rodgers for Congress (website)
509.624.1199 (office)

Begin forwarded message:

From: "Hyatt Hotels" <[redacted]@t.hyatt.com>
Date: August 4, 2015 at 2:10:46 PM PDT
To: [redacted]@cathyforcongress.com
Subject: Hyatt Regency Bellevue on Seattle's Eastside - Change - JEREMY DEUTSCH - August 6, 2015 - 609955
Reply-To: "Hyatt Hotels" <[redacted]@t.hyatt.com>

Hyatt E-Concierge | Hotel Website | Visit Hyatt.com | Customer Service

HYATT REGENCY

RESERVATION CHANGE

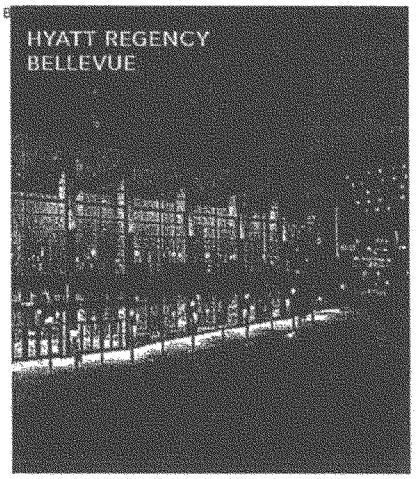
STAY IN THE KNOW - SIGN UP FOR EMAIL TODAY

Confirmation Number: 609955

Check-In Date: Thursday, August 6, 2015
Hotel Check-In Time: 4:00 PM

Check-Out Date: Friday, August 7, 2015
Hotel Check-Out Time: 12:00 PM

Hyatt Regency Bellevue on Seattle's Eastside
900 Bellevue Way NE



Bellevue, Washington, USA, 98004
Tel: +1 425 462 1234
Fax: +1 425 646 7567

CHANGE RESERVATION

HOTEL INFORMATION

MAP & DIRECTIONS

PLAN YOUR STAY

Dear JEREMY DEUTSCH,

Your reservation at Hyatt Regency Bellevue on Seattle's Eastside has changed. Enclosed find revised reservation details. We look forward to welcoming you.

Our best,

Hyatt Regency Bellevue on Seattle's Eastside Team

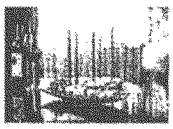
To change your reservation or speak with us directly, please contact your local global contact center.

PLAN *your perfect* STAY

Personalize your stay in every way, from scheduling transportation and making dinner reservations to requesting extra pillows with our Hyatt E-Concierge service.



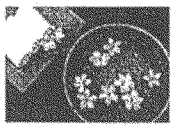
WANT DINNER RESERVATIONS?
Savor the fresh flavors of local dining establishments and let us make all the arrangements. Book Now.



WANT SOMETHING SPECIAL?
Add a little something special to your stay with fruit baskets, cheese and wine pairings, chocolates and more. Book Now.



WANT TO BOOK YOUR TRANSPORTATION?
Take the stress out of travel and allow us to book your transportation. Book Now.



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To save you time once you arrive to our hotel, we would like to remind you that you are now able to use our Hyatt "Web-In" to check-in your reservation. You can access this convenient service starting at 8am local hotel time. Please note that hotel check-in time starts at 4:00 PM and your room might not be available until that time. Simply follow the link below.

609955-2

WEB CHECK-IN

ADDITIONAL RESERVATION DETAILS

Guest Name: JEREMY DEUTSCH
Number of Adults: 1
Number of Children: 0
Number of Rooms: 1

Room(s) Booked: REG CLUB 1KNG

Room Description: Private Lounge:Continental breakfast: Hors d'oeuvres: Complimentary internet;

Nightly Rate per Room:

August 6 374.00 US DOLLARS

Type of Rate: HYATT DAILY RATE
Rate Information: Regularly published room rates.

CANCELLATION POLICY:
CXL BY 4PM PST 24HRS PRIOR TO ARRIVAL TO AVOID 1NT PNLTY

Additional Tax, Fees & Service Charges

CITY TAX:	5.80%
SALES TAX:	8.60%

Guaranteed by: VISA GUARANTEE

Changes to the dates of stay, number of guests per room or number of rooms confirmed will be subject to current pricing which may be different than previously confirmed rates. Taxes and fees are subject to change based on dates of stay and local jurisdiction.

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Dawn Sugasa
[redacted](mobile)
509.863.9523 (office)

COE.MCMRODGERS.061636

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Gmail by Google

Nicholas Crocker <[redacted]@gmail.com>

Fwd: Confirmation Letter - VLSNAA 08/25/15 - from Alaska Airlines

Dawn Sugasa <[redacted]@gmail.com> Mon, Aug 24, 2015 at 11:06 AM
To: Jeremy Deutsch <[redacted]@gmail.com>, Nicholas Crocker <[redacted]@gmail.com>

Here's the flight for tomorrow. Nick, do you have Jeremy's known traveler number?
——— Forwarded message ———
From: **Alaska Airlines** <[redacted]@alaskaair.com>
Date: Mon, Aug 24, 2015 at 8:03 AM
Subject: Confirmation Letter - VLSNAA 08/25/15 - from Alaska Airlines
To: [redacted]@gmail.com

If you have trouble viewing this message, click here to request a plain text-only version of this email.

Alaska

HOME PLAN & BOOK DEALS DESTINATIONS MILEAGE PLAN™

Confirmation Code:
VLSNAA

Below is your booking confirmation. Thank you and enjoy your trip.
Need to change your flight? Visit us in advance, online or through reservations.

Flight	Departs	Arrives	Class	Traveler(s)	Seat(s)
Alaska 316 Boeing 737-900	Seattle (SEA) Tue, Aug 25 2:05 pm	San Francisco (SFO) Tue, Aug 25 4:14 pm	B (Coach)	Dawn Sugasa Jeremy Deutsch	6E 6D

Additional Information

Prohibited Hazardous Materials
The Federal Government has specific restrictions about hazardous materials in carry-on and checked baggage. Failure to declare hazardous materials may result in civil and criminal penalties. For more information, visit: http://www.faa.gov/about/initiatives/hazmat_safety

Summary of Airfare Charges

Dawn Sugasa
Mileage Plan MVP Gold Member #[redacted]
Ticket 0272176806058
Base Fare and Surcharges $284.65

Hotels & Cars

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Taxes and Other Fees	$35.45
per person total:	$320.10

Jeremy Deutsch
Mileage Plan MVP Member #[redacted]
Ticket 0272176806059

Base Fare and Surcharges	$284.65
Taxes and Other Fees	$35.45
per person total:	$320.10

Amount Due For Air Travel **USD $640.20**
View All Taxes, Fees and Charges

Total Charges and Credits

Nonrefundable fare of $640.20 was charged to the Visa card with number [redacted] held by Dawn M Sugasa on 08/24/2015.

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View Reservation

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For Your Security

Do you have a redress number? If so, and you did not provide it when you made your reservation, please visit www.alaskaair.com or call Reservations.

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[redacted]MANAGE YOUR RESERVATION[redacted]

Alaska Airlines 1-800-ALASKAAIR (1-800-252-7522)

Baggage

Carry-On Baggage: On Alaska Airlines flights, each traveler is limited to one carry-on bag that measures up to 10 x 17 x 24 inches, plus one personal item. See our Carry-on Baggage page for more information.

Checked Baggage: Alaska Airlines rules and fees apply for this itinerary. The first and second checked bag fees are $25 each. See the Checked Baggage page for details and exceptions.



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Destinations

View information for:
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This email was sent to [redacted]@gmail.com.
Reference Number PL49052466. Requested at 08/24/2015 07:56 AM

–
Dawn Sugasa
[redacted](mobile)
509.863.9523 (office)

Gmail by Google

Jeremy Deutsch <[redacted]@gmail.com>

Fwd: Collins Follow Up

Dawn Sugasa <[redacted]@gmail.com> Thu, Aug 27, 2015 at 11:12 AM
To: Jessica Sunday <[redacted]@gmail.com>
Cc: Jeremy Deutsch <[redacted]@gmail.com>, David Peluso <[redacted]@gmail.com>

Here are the Collins ibis

Sent from my iPhone

Begin forwarded message:

From: Maggie Bohannon <[redacted]@capitolstrategy.us>
Date: August 27, 2015 at 6:16:26 AM PDT
To: Dawn Sugasa <[redacted]@gmail.com>
[Quoted text hidden]
[Quoted text hidden]

2 attachments

09 01 15 Collins Luncheon Briefing Paper.pdf
73K

09 01 15 Collins Gainesville Reception Briefing Paper.pdf
69K

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Congressman Doug Collins Luncheon with Special Guest
Congresswoman Cathy McMorris Rodgers
Event Briefing Paper

Event Date: Tuesday, September 1, 2015

Event: Fundraising Luncheon for Collins for Congress (Hosted by Coca-Cola PAC, GA Power Federal PAC, & Troutman Sanders PAC)

Location: Troutman Sanders
600 Peachtree Street NE
Suite 5200-Sanders Room
Atlanta, GA 30305
(*Note-please valet park at the Peachtree entrance and we will validate parking)

Staff: Maggie Bohannon
Email: [redacted]@capitolstrategy.us Cell phone: [redacted]

Attendees:

First Name	Last Name	PAC
Mitch	Hunter	Aaron's
Jim	Kibler	AGL
Matt	Sawhill	AGL
Gene	Rackley	Coca-Cola
Bob	Binck	Enterprise-Rent-A-Car
Jeff	Mills	Enterprise-Rent-A-Car
Brandon	Clarke	Frogue Clarke
Thomas	Worthy	GA Bar Association
Elizabeth	Perry	GA Chamber of Commerce
Cindy	Connelly	GA Credit Unions
Mike	Mercer	GA Credit Unions
Roy	Bowen	GA Association of Manufacturers
Truitt	Eavens	GA Power
Scott	Orr	GA Power
Doug	Ross	Morgan Stanley
Kirby	Thompson	Suntrust
Wally	Moore	TenCate
Aaryn	Corbett	The Home Depot
Srikumar	Kareti	The Home Depot
Mike	Shady	The Home Depot
Lindsay	Austin	Troutman Sanders
Rob	Leebern	Troutman Sanders
Pete	Robinson	Troutman Sanders
Deron	Hicks	TYSYS
Jack	Marr	TYSYS

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Chris	Downing	UHS Pruitt
Larry	Miller	
Joel	Katz	Collins for Congress
Maggie	Bohannon	Collins for Congress
Brendan	Belair	Collins for Congress
Jeremy	Deutsch	Rep. Cathy McMorris Rodgers

Timeline:	12:00 PM	Guests Arrive for Lunch
	12:00 PM	Congresswoman Cathy McMorris Rodgers and Congressman Doug Collins arrive
	12:10 PM	Guests go through buffet line and are seated
	12;15 PM	Rob Leebern (Troutman Sanders) welcomes guests gives brief remarks and introduces Congressman Doug Collins
	12:25 PM	Congressman Doug Collins gives invocation and introduces Congresswoman Cathy McMorris Rodgers
	12:35 PM	Opportunity for Congresswoman Cathy McMorris Rodgers to give remarks
	1:00PM	Congresswoman Cathy McMorris Rodgers and Congressman Doug Collins depart / Event concludes
Menu:	Salad: TBD Entrée: TBD Desert: TBD	
Note:	Congressman Collins will briefly introduce Congresswoman McMorris Rodgers and thank them for coming. After that, each will be able to make brief remarks. It will be very casual.	

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Congressman Doug Collins Reception with Special Guest Congresswoman Cathy McMorris Rodgers Briefing and Agenda

Event Description:	Reception honoring Congressman Doug Collins with Special Guest Congresswoman Cathy McMorris Rodgers
Date:	Tuesday, September 1, 2015
Time:	5:30 p.m. Private Roundtable Discussion for Co-Chairs 6: 00 p.m. Photo-Op for Co-Chairs & Hosts 6:00 p.m. Reception
Location:	Robson Event Center 310 Broad Street, SW Gainesville, GA 30501
Donor Levels:	$2,700 Co-Chair $1,000 Host $500 Sponsor $250 Patron $100 per person to attend
Attendees:	List to follow
Attire:	Business casual attire
Staff Contact:	Maggie Bohannon: [redacted] (cell) or [redacted]@capitolstrategy.us
Timeline:	
4:00 p.m.	Maggie Bohannon arrives to set up registration, etc. at the Robson Event Center. Photographer Hassel Weems also arrives
4:15 p.m.	Joel Katz & Bill Kokaly (Collins team) & volunteers arrive
5:00 p.m.	Rooms are set and ready to go
5:30 p.m.	Roundtable Discussion opportunity for Co-Chairs in a separate private room with Congresswoman Cathy McMorris Rodgers
5:45 p.m.	Guests for Photo-op begin to arrive, mix and mingle
5:45 p.m.	Guests begin to arrive for General Reception (there will be a bar and hors d-oeuvres – mix, mingle, eat, etc.)
6:00 p.m.	Roundtable Discussion concludes and Co-Chairs move from separate private room to photo-op line

6:00 p.m.	Guests are lined up for photos (includes co-chairs from Roundtable & Hosts) Note: this will move quickly, and we will likely have around 30 clicks. People will move through the photo line exiting the room to the General Reception down the hall as soon as their photo is taken.
6:30 p.m.	Congresswoman Collins welcomes everyone and gives an update and introduces Congressman Cathy McMorris Rodgers
6:45 p.m.	Congresswoman Cathy McMorris Rodgers gives remarks
7:15 p.m.	Congressman Collins thanks Congresswoman Cathy McMorris Rodgers and everyone for their support Mix and mingle for the remainder of the time Congresswoman Cathy McMorris Rodgers departs? Early or stays until 7:30?
7:30 p.m.	Congressman Doug and Lisa Collins depart and the event concludes

Gmail by Google

Jeremy Deutsch <[redacted]@gmail.com>

Fwd: Collins Follow Up

Dawn Sugasa <[redacted]@gmail.com> Fri, Aug 28, 2015 at 6:03 PM
To: "[redacted]@capitolstrategy.us" <[redacted]@capitolstrategy.us>
Cc: Joel Katz <[redacted]@gmail.com>, Brendan Belair <[redacted]@aol.com>, Jeremy Deutsch <[redacted]@gmail.com>

Hi again, Maggie - the CEO of Southern Company reached out and would like to meet with CMR and Congressman Collins at 11 am on Tuesday. It's 1 mile from the lunch. Is the Congressman available to join?

I will get the address and all of the details.
Thanks!
Dawn

Sent from my iPhone

On Aug 28, 2015, at 1:38 PM, [redacted]@capitolstrategy.us wrote:

Hi Dawn,
I will pick CMR and Jeremy up from the airport Tuesday morning and get them to our luncheon.

From the luncheon we will also take them to the prison, and from the prison to our Gainesville event.

If you could send their flight info. and Jeremy's cell when you have a chance.

Please let us know if you need anything else.

Thanks!
Maggie Bohannon
Capitol Strategy Group
770-435-5586 office
[redacted] cell

Sent from my iPhone

On Aug 28, 2015, at 12:40 PM, Dawn Sugasa <[redacted]@gmail.com> wrote:

> Hi Maggie - I know Jeremy has been working with Brendan so my apologies for jumping in at the last min with questions. CMR and Jeremy land at 10 am at ATL on Tuesday. Should they be renting a car or will someone from your team be able to pick them up? We have a ride who can pick them up from the evening event to take them to Fort Benning.
>
> Please let me know when you have a second.
> Thanks!
> Dawn
>
> Sent from my iPhone
> [Quoted text hidden]
> <09 01 15 Collins Luncheon Briefing Paper.pdf>
> <09 01 15 Collins Gainesville Reception Briefing Paper.pdf>

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Gmail

Nicholas Crocker <[redacted]@gmail.com>

Fwd: eTicket Itinerary and Receipt for Confirmation D9TQ70

Emily Stier <[redacted]@gmail.com> Wed, Sep 9, 2015 at 2:19 PM
To: Dawn Sugasa <[redacted]@gmail.com>, "Sunday, Jessica" <[redacted]@mail.house.gov>, Nicholas Crocker <[redacted]@gmail.com>

Hi, below is Jeremy's flight confirmation for the Boehner event in Seattle.

For now I just have a one way booked so please let me know when his schedule is finalized and I can book his return flight.

Thank you!

Emily

——— Forwarded message ———
From: **United Airlines, Inc.** <[redacted]@united.com>
Date: Wed, Sep 9, 2015 at 2:12 PM
Subject: eTicket Itinerary and Receipt for Confirmation D9TQ70
To: [redacted]@gmail.com

UNITED | A STAR ALLIANCE MEMBER

Confirmation: D9TQ70

Issue Date: September 09, 2015

Traveler	eTicket Number	Frequent Flyer	Seats
DEUTSCH/JEREMYDMR	0162463274436		20A

FLIGHT INFORMATION

Day, Date	Flight	Class	Departure City and Time	Arrival City and Time	Aircraft	Meal
Fri, 18SEP15	UA1840	E	WASHINGTON, DC (IAD - DULLES) **2:14 PM**	SEATTLE, WA (SEA) **4:56 PM**	737-900	Purchase

FARE INFORMATION

Fare Breakdown		Form of Payment:
Airfare:	495.81USD	VISA
U.S. Transportation Tax:	37.19	Last Four Digits [redacted]
U.S. Flight Segment Tax:	4.00	
September 11th Security Fee:	5.60	
U.S. Passenger Facility Charge:	4.50	
Per Person Total:	547.10USD	
eTicket Total:	547.10USD	

The airfare you paid on this itinerary totals: 495.81 USD

The taxes, fees, and surcharges paid total: 51.29 USD

Fare Rules: Additional charges may apply for changes in addition to any fare rules listed.

NONREF/0VALUAFTDPT/CHGFEE
Cancel reservations before the scheduled departure time or TICKET HAS NO VALUE.

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Additional Charges: Wed., Sep. 9, 2015/Visa [redacted] was charged 109.00 USD for the following: Extra Legroom (Limited Recline) / EDD 01629241129843

Baggage allowance and charges for this itinerary.

Baggage fees are per traveler

Origin and destination for checked baggage	1st bag	2nd bag	Max wt / dim per piece
9/18/2015 Washington, DC (IAD - Dulles) to Seattle, WA (SEA)	25.00 USD	35.00 USD	50.0lbs (23.0kg) - 62.0in (157.0cm)

Important Information about MileagePlus Earning

- Accruals vary based on the terms and conditions of the traveler's frequent flyer program, the traveler's frequent flyer status and the itinerary selected. United MileagePlus® mileage accrual is subject to the rules of the MileagePlus program
- Once travel has started, accruals will no longer display. You can view your MileagePlus account for posted accrual
- You can earn up to 75,000 award miles per ticket. The 75,000 award miles cap may be applied to your posted flight activity in an order different than shown
- PQD are a Premier status requirement for members in the U.S. only.
- Accrual is only displayed for MileagePlus members who choose to accrue to their MileagePlus account.

Additional Baggage Information

The above amounts represent an estimate of the first and second checked baggage service charges that may apply to your itinerary.

If your itinerary contains multiple travelers, the service charges may vary by traveler, depending on status or memberships.

Carry-on baggage information

United accepts one carry-on item with maximum dimensions of 9"x14"x22" (22 cm + 35 cm + 56 cm) in the aircraft cabin, along with one personal item such as a laptop bag with maximum dimensions of 9"x10"x17" (22 cm + 25 cm + 43 cm).

Due to FAA regulations, operating carriers may have different carry-on requirements.

Please check with the operating carrier for more information or go to united.com.

General Baggage Information

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allowances, weight/size restrictions, exceptions or embargoes, or charges for overweight, oversized, excess, odd-sized baggage, special items

or sporting equipment, visit united.com/baggage.

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Angeles,

Maui, Miami, Newark, Orange County (SNA), Orlando, Philadelphia, Phoenix, Reno, San Francisco, San Juan, PR, St. Louis, Seattle, Tampa or Washington, DC (both IAD and DCA), the check in requirement time for Passengers and Bags is 45 minutes.

- **Boarding Requirement** - Passengers must be prepared to board at the departure gate with their boarding pass at least 15 minutes prior to scheduled departure.
- Failure to meet the **Boarding Requirements** may result in cancellation of reservations, denied boarding, removal of checked baggage from the aircraft and loss of eligibility for denied boarding compensation.
- Bring your boarding pass or this eTicket Receipt along with photo identification to the airport.
- The FAA now restricts carry-on baggage to one bag plus one personal item (purse, briefcase, laptop computer, etc.) per passenger.
- For up to the minute flight information, sign-up for your Flight Status E-mail at united.com or call 1-800-824-6200; in Spanish 1-800-426-5561.
- If flight segments are not flown in order, your reservation will be cancelled. Rebooking will be subject to the fare rules governing your ticket.
- For the most current status of your reservation, flights and other important policies, go to united.com.
- Your eTicket is non transferable and valid for 1 year from the issue date unless otherwise noted in the fare rules above.

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- **Notice of Certain Terms** - If you have purchased a restricted ticket, depending on the rules applicable to the fare paid, one or more restrictions including, but not limited to, the following may apply to your travel: (1) the ticket may not be refundable but can be exchanged for a fee for another restricted fare ticket meeting all the rules/restrictions of the original ticket (including the payment of any difference in fares); (2) a fee may apply for changing/canceling reservations; or (3) travel may be restricted to specific flights and/or times and a minimum and/or maximum stay may be required. United reserves the right to refuse carriage to any person who has acquired a ticket in violation of any United tariffs, rules, or regulations, or in violation of any applicable national, federal, state, or local law, order, regulation, or ordinance. Notwithstanding the foregoing, you are entitled to a full refund if you cancel a ticket purchased at least a week prior to departure within 24 hours of purchase.
- **Notice of Boarding Times** - For Domestic flights, customers must be at the boarding gate at least 15 minutes prior to scheduled departure. For International flights, customers must be at the boarding gate at least 30 minutes prior to scheduled departure. The time limits provided by United in this Notice are minimum time requirements. Customer and baggage processing times may differ from airport to airport. Please visit united.com for information regarding airport-specific boarding times. It is the customer's responsibility to arrive at the airport with enough time to complete check-in, baggage, and security screening processes within these minimum time limits. Please be sure to check flight information monitors for the correct boarding gate and the departure time of your flight. Failure to be at the boarding gate by the required time could result in the loss of your seat without compensation, regardless of whether you are already checked in or have a confirmed seat and boarding pass.
- **Advice to International Passengers on Carrier Liability** - Passengers on a journey involving an ultimate destination or a stop in a country other than the country of departure are advised that international treaties known as the Montreal Convention, or its predecessor, the Warsaw Convention, including its amendments, may apply to the entire journey, including any portion thereof within a country. For such passengers, the treaty, including contracts of carriage embodied in applicable tariffs, governs, and may limit the liability of the Carrier in respect of death or injury to passengers, and for destruction or loss of, or damage to, baggage, and for delay of passengers and baggage.
- **Notice - Overbooking of Flights** - Airline flights may be overbooked, and there is a slight chance that a seat will not be available on a flight for which a person has a confirmed reservation. If the flight is overbooked, no one will be denied a seat until airline personnel first ask for volunteers willing to give up their reservation in exchange for compensation of the airline's choosing. If there are not enough volunteers, the airline will deny boarding to other persons in accordance with its particular boarding priority. With few exceptions, including failure to comply with the carrier's check-in deadlines, which are available upon request from the air carrier, persons, denied boarding involuntarily are entitled to compensation. The complete rules for the payment of compensation and each airline's boarding priorities are available at all airport ticket counters and boarding locations. *Some airlines do not apply these consumer protections to*

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travel from some foreign countries, although other consumer protections may be available. Check with your airline or your travel agent.

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For assistance, please contact United Airlines via telephone or via e-mail.2015

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Gmail

Nicholas Crocker <[redacted]@gmail.com>

Fwd: eTicket Itinerary and Receipt for Confirmation GTD2NW

Emily Stier <[redacted]@gmail.com> Wed, Oct 14, 2015 at 5:18 PM
To: Nicholas Crocker <[redacted]@gmail.com>

---------- Forwarded message ----------
From: **United Airlines, Inc.** <[redacted]@united.com>
Date: Wed, Oct 14, 2015 at 4:30 PM
Subject: eTicket Itinerary and Receipt for Confirmation GTD2NW
To: [redacted]@gmail.com

UNITED | A STAR ALLIANCE MEMBER

Confirmation:
GTD2NW
Check-In >

Issue Date: October 14, 2015

Traveler	eTicket Number	Frequent Flyer	Seats
DEUTSCH/JEREMY	0162467293862		10C/14E

FLIGHT INFORMATION

Day, Date	Flight	Class	Departure City and Time	Arrival City and Time	Aircraft	Meal
Thu, 15OCT15	UA1586	U	BALTIMORE, MD (BWI) **10:17 AM**	CHICAGO, IL (ORD - O'HARE) **11:24 AM**	737-800	
Thu, 15OCT15	UA1474	U	CHICAGO, IL (ORD - O'HARE) **12:26 PM**	SAN FRANCISCO, CA (SFO) **3:11 PM**	737-900	Purchase

FARE INFORMATION

Fare Breakdown		Form of Payment:
Airfare:	496.74USD	VISA
U.S. Transportation Tax:	37.26	Last Four Digits [redacted]
U.S. Flight Segment Tax:	8.00	
September 11th Security Fee:	5.60	
U.S. Passenger Facility Charge:	9.00	
Per Person Total:	556.60USD	
eTicket Total:	556.60USD	

The airfare you paid on this itinerary totals: 496.74 USD

The taxes, fees, and surcharges paid total: 59.86 USD

Fare Rules: Additional charges may apply for changes in addition to any fare rules listed.

NONREF/0VALUAFTDPT/CHGFEE
Cancel reservations before the scheduled departure time or TICKET HAS NO VALUE.

Additional Charges: Wed., Oct. 14, 2015/Visa[redacted]was charged 39.00 USD for the following: Economy Plus Seat / EDD 01629271838294

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Baggage allowance and charges for this itinerary.

Baggage fees are per traveler

Origin and destination for checked baggage	1st bag	2nd bag	Max wt / dim per piece
10/15/2015 Baltimore, MD (BWI) to San Francisco, CA (SFO)	25.00 USD	35.00 USD	50.0lbs (23.0kg) - 62.0in (157.0cm)

Important Information about MileagePlus Earning

- Accruals vary based on the terms and conditions of the traveler's frequent flyer program, the traveler's frequent flyer status and the itinerary selected. United MileagePlus® mileage accrual is subject to the rules of the MileagePlus program
- Once travel has started, accruals will no longer display. You can view your MileagePlus account for posted accrual
- You can earn up to 75,000 award miles per ticket. The 75,000 award miles cap may be applied to your posted flight activity in an order different than shown
- PQD are a Premier status requirement for members in the U.S. only.
- Accrual is only displayed for MileagePlus members who choose to accrue to their MileagePlus account.

Additional Baggage Information

The above amounts represent an estimate of the first and second checked baggage service charges that may apply to your itinerary.

If your itinerary contains multiple travelers, the service charges may vary by traveler, depending on status or memberships.

Carry-on baggage information

United accepts one carry-on item with maximum dimensions of 9"x14"x22" (22 cm + 35 cm + 56 cm) in the aircraft cabin, along with one personal item such as a laptop bag with maximum dimensions of 9"x10"x17" (22 cm + 25 cm + 43 cm).

Due to FAA regulations, operating carriers may have different carry-on requirements.

Please check with the operating carrier for more information or go to united.com.

General Baggage Information

First and second bag service charges do not apply to active-duty members of the U.S. military and their accompanying dependents. For additional information regarding baggage charges

allowances, weight/size restrictions, exceptions or embargoes, or charges for overweight, oversized, excess, odd-sized baggage, special items

or sporting equipment, visit united.com/baggage.

eTicket Reminders

- **Check-in Requirement** - Bags must be checked and boarding passes obtained at least 30 minutes prior to scheduled departure. Baggage will not be accepted and advance seat assignments may be cancelled if this condition is not met.

EXCEPTION: When departing from Anchorage, Atlanta, Chicago, Cincinnati, Cleveland, Dallas/Ft. Worth, Denver, Fort Lauderdale, Honolulu, Houston, Indianapolis, Jacksonville, Kahului, Kona, Las Vegas, Los Angeles,

Maui, Miami, Newark, Orange County (SNA), Orlando, Philadelphia, Phoenix, Reno, San Francisco, San Juan, PR, St. Louis, Seattle, Tampa or Washington, DC (both IAD and DCA), the check in requirement time for Passengers and Bags is 45 minutes.

Boarding Requirement - Passengers must be prepared to board at the departure gate with their boarding

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- pass at least 15 minutes prior to scheduled departure.
- Failure to meet the **Boarding Requirements** may result in cancellation of reservations, denied boarding, removal of checked baggage from the aircraft and loss of eligibility for denied boarding compensation.
- Bring your boarding pass or this eTicket Receipt along with photo identification to the airport.
- The FAA now restricts carry-on baggage to one bag plus one personal item (purse, briefcase, laptop computer, etc.) per passenger.
- For up to the minute flight information, sign-up for your Flight Status E-mail at united.com or call 1-800-824-6200; in Spanish 1-800-426-5561.
- If flight segments are not flown in order, your reservation will be cancelled. Rebooking will be subject to the fare rules governing your ticket.
- For the most current status of your reservation, flights and other important policies, go to united.com.
- Your eTicket is non transferable and valid for 1 year from the issue date unless otherwise noted in the fare rules above.

Customer Care Contact Information

We welcome your compliments, comments or complaints regarding United or a United travel experience.
You may contact us using our Customer Care contact form at united.com

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Hazardous materials

Federal law forbids the carriage of hazardous materials on board aircraft in your luggage or on your person. A violation can result in five years imprisonment and penalties of $250,000 or more (49 U.S.C. 5124).

Hazardous materials include explosives, compressed gases, flammable liquids and solids, oxidizers, poisons, corrosives and radioactive materials. Common examples of hazardous materials/dangerous goods include spare or loose lithium batteries, fireworks, strike-anywhere matches, aerosols, pesticides, bleach and corrosive materials.

Additional information can be found on:

united.com restricted items page

FAA website Pack Safe page

TSA website Prohibited Items page

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We are making connections so you make yours. You can earn and redeem miles on 28 member airlines offering over 18,000 daily flights to more than 1,300 destinations worldwide.

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IMPORTANT CONSUMER NOTICES

- **Notice of Baggage Liability Limitations** - For domestic travel between points within the United States (except for domestic portions of international journeys), United's liability for loss of, damage to, or delay in delivery of a customer's checked baggage is limited to $3,500 per ticketed customer unless a higher value is declared in advance and additional charges are paid (not applicable to wheelchairs or other assistive devices). For such travel, United assumes no liability for high value, fragile, perishable, or otherwise excluded items; excess valuation may not be declared on certain types of valuable articles. Further information may be obtained from the carrier. For international travel governed by the Warsaw Convention (including the domestic portions of the trip), maximum liability is approximately 640 USD per bag for checked baggage, and 400 USD per passenger for unchecked baggage. For international travel governed by the Montreal Convention (including the domestic portions of the trip), maximum liability is 1,131 SDRs per passenger for baggage, whether checked or unchecked. For baggage lost, delayed, or damaged in connection with domestic travel, United requires that customers provide preliminary notice within 24 hours after arrival of the flight on which the baggage was or was to be transported and submit a written claim

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within 45 days of the flight. For baggage damaged or delayed in connection with most international travel (including domestic portions of international journeys), the Montreal Convention and United require customers to provide carriers written notice as follows: (a) for damaged baggage, within seven days from the date of receipt of the damaged baggage; (b) for delayed baggage, within 21 days from the date the baggage should have been returned to the customer. Please refer to Rule 28 of United's Contract of Carriage for important information relating to baggage and other limitations of liability.

- **Notice of Incorporated Terms** - Transportation is subject to the terms and conditions of United's Contract of Carriage, which are incorporated herein by reference. Incorporated terms may include, but are not limited to: 1. Limits on liability for personal injury or death of the customer, and for loss, damage, or delay of goods and baggage, including high value, fragile, perishable, or otherwise excluded items. 2. Claims restrictions, including time periods within which customers must file a claim or bring an action against the carrier. 3. Rights of the carrier to change terms of the contract. 4. Rules about reconfirmation of reservations, check-in times, and refusal to carry. 5. Rights of the carrier and limits on liability for delay or failure to perform service, including schedule changes, substitution of an alternate air carrier or aircraft, and rerouting. The full text of United's Contract of Carriage is available at united.com or you may request a copy at any United ticket counter. Passengers have the right, upon request at any location where United's tickets are sold within the United States, to receive free of charge by mail or other delivery service the full text of United's Contract of Carriage.
- **Notice of Certain Terms** - If you have purchased a restricted ticket, depending on the rules applicable to the fare paid, one or more restrictions including, but not limited to, the following may apply to your travel: (1) the ticket may not be refundable but can be exchanged for a fee for another restricted fare ticket meeting all the rules/restrictions of the original ticket (including the payment of any difference in fares); (2) a fee may apply for changing/canceling reservations; or (3) travel may be restricted to specific flights and/or times and a minimum and/or maximum stay may be required. United reserves the right to refuse carriage to any person who has acquired a ticket in violation of any United tariffs, rules, or regulations, or in violation of any applicable national, federal, state, or local law, order, regulation, or ordinance. Notwithstanding the foregoing, you are entitled to a full refund if you cancel a ticket purchased at least a week prior to departure within 24 hours of purchase.
- **Notice of Boarding Times** - For Domestic flights, customers must be at the boarding gate at least 15 minutes prior to scheduled departure. For International flights, customers must be at the boarding gate at least 30 minutes prior to scheduled departure. The time limits provided by United in this Notice are minimum time requirements. Customer and baggage processing times may differ from airport to airport. Please visit united.com for information regarding airport-specific boarding times. It is the customer's responsibility to arrive at the airport with enough time to complete check-in, baggage, and security screening processes within these minimum time limits. Please be sure to check flight information monitors for the correct boarding gate and the departure time of your flight. Failure to be at the boarding gate by the required time could result in the loss of your seat without compensation, regardless of whether you are already checked in or have a confirmed seat and boarding pass.
- **Advice to International Passengers on Carrier Liability** - Passengers on a journey involving an ultimate destination or a stop in a country other than the country of departure are advised that international treaties known as the Montreal Convention, or its predecessor, the Warsaw Convention, including its amendments, may apply to the entire journey, including any portion thereof within a country. For such passengers, the treaty, including contracts of carriage embodied in applicable tariffs, governs, and may limit the liability of the Carrier in respect of death or injury to passengers, and for destruction or loss of, or damage to, baggage, and for delay of passengers and baggage.
- **Notice - Overbooking of Flights** - Airline flights may be overbooked, and there is a slight chance that a seat will not be available on a flight for which a person has a confirmed reservation. If the flight is overbooked, no one will be denied a seat until airline personnel first ask for volunteers willing to give up their reservation in exchange for compensation of the airline's choosing. If there are not enough volunteers, the airline will deny boarding to other persons in accordance with its particular boarding priority. With few exceptions, including failure to comply with the carrier's check-in deadlines, which are available upon request from the air carrier, persons, denied boarding involuntarily are entitled to compensation. The complete rules for the payment of compensation and each airline's boarding priorities are available at all airport ticket counters and boarding locations. *Some airlines do not apply these consumer protections to travel from some foreign countries, although other consumer protections may be available. Check with your airline or your travel agent.*

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For assistance, please contact United Airlines via telephone or via e-mail.2015

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Gmail

Nicholas Crocker <[redacted]@gmail.com>

Fwd: E-Ticket Confirmation-PKNNIA 08NOV

Emily Stier <[redacted]@gmail.com>
To: Nicholas Crocker [redacted]@gmail.com>

Tue, Nov 3, 2015 at 10:50 AM

Hey Nick,

Below is Jeremy's flight information for Dallas. We are on the same flight out there as CMR. Thanks!

---------- Forwarded message ----------
From: [redacted]@aa.com <[redacted]@aa.globalnotifications.com>
Date: Mon, Nov 2, 2015 at 4:31 PM
Subject: E-Ticket Confirmation-PKNNIA 08NOV
To: "[redacted]@GMAIL.COM" <[redacted]@gmail.com>

American Airlines

Reservations Redeem Miles My Account Deals

eTicket Itinerary & Receipt Confirmation

Ticket Issued: Nov 2, 2015

Jeremy D Deutsch,

Thank you for choosing American Airlines / American Eagle, a member of the oneworld® Alliance. Below are your itinerary and receipt for the ticket(s) purchased. Please print and retain this document for use throughout your trip.

You may check in and obtain your boarding pass for U.S. domestic electronic tickets within 24 hours of your flight time online at AA.com by using www.aa.com/checkin or at a Self-Service Check-In machine at the airport. Check-in options may be found at www.aa.com/options. For information regarding American Airlines checked baggage policies, please visit www.aa.com/baggageinfo.

To receive updated flight status notifications, please visit www.aa.com/notifications.

For faster check-in at the airport, scan the barcode below at any AA Self-Service machine.

You must present a government-issued photo ID and either your boarding pass or a priority verification card at the security screening checkpoint.

You can now Manage Your Reservation on aa.com, where you can check in and purchase additional items to customize your journey. A variety of seating options are also available for purchase to enhance your travel with features such as convenient front of cabin location, extra legroom and early boarding.



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AVIS Budget

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Book a Hotel » Book a Car » Buy Trip Insurance »

Record Locator **PKNNIA**

Itinerary

Carrier	Flight #	Departing	Arriving	Fare Code
American	327	WASHINGTON REAGAN SUN 08NOV 3:33 PM	DALLAS FT WORTH 6:13 PM	L
Emily Stier		Economy		Food For Purchase
Jeremy Deutsch		Economy		Food For Purchase
American	138	DALLAS FT WORTH TUE 10NOV 4:45 PM	WASHINGTON REAGAN 8:30 PM	Q
Emily Stier	Seat 8B	Economy		Food For Purchase
Jeremy Deutsch	Seat 8E	Economy		Food For Purchase

Receipt

Passenger	Ticket #	Fare-USD	Taxes and Carrier-Imposed Fees	Ticket Total
Emily Stier	0012313990368	456.74	62.46	519.20
Jeremy Deutsch	0012313990369	456.74	62.46	519.20
Visa [redacted]				$ 1038.40

Baggage Information

Baggage charges for your itinerary will be governed by American Airlines BAG ALLOWANCE -DCADFW-No free checked bags/ American Airlines BAG ALLOWANCE -DFWDCA-No free checked bags/ American Airlines 1STCHECKED BAG FEE-DCADFW-USD25.00/ American Airlines /UP TO 50 LB/23 KG AND UP TO 62 LINEAR IN/158 LINEAR CM 1STCHECKED BAG FEE-DFWDCA-USD25.00/ American Airlines /UP TO 50 LB/23 KG AND UP TO 62 LINEAR IN/158 LINEAR CM 2NDCHECKED BAG FEE-DCADFW-USD35.00/ American Airlines /UP TO 50 LB/23 KG AND UP TO 62 LINEAR IN/158 LINEAR CM 2NDCHECKED BAG FEE-DFWDCA-USD35.00/ American Airlines /UP TO 50 LB/23 KG AND UP TO 62 LINEAR IN/158 LINEAR CM ADDITIONAL ALLOWANCES AND/OR DISCOUNTS MAY APPLY

You have purchased a NON-REFUNDABLE fare. The itinerary must be canceled before the ticketed departure time of the first unused coupon or the ticket has no value. If the fare allows changes, a fee may be assessed for changes and restrictions may apply.

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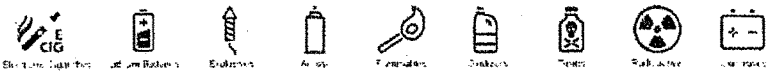

Some everyday products, like e-cigarettes and aerosol spray starch, can be dangerous when transported on the aircraft in carry-on and/or checked baggage. Changes in temperature or pressure can cause some items to leak, generate toxic fumes or start a fire. Carriage of prohibited items may result in fines or in certain cases imprisonment. Please ensure there are no forbidden hazardous materials in your baggage like:

Some Lithium batteries (e.g. spares in checked baggage, batteries over a certain size), Explosives / Fireworks, Strike anywhere matches/ Lighter fluid, Compressed gases / Aerosols Oxygen bottles/ Liquid oxygen, Flammable liquids, Pesticides/ Poison, Corrosive material.

There are special exceptions for small quantities (up to 70 ounces total) of medicinal and toilet articles carried in your luggage. spare lithium batteries for most consumer electronic devices in carry-on baggage, and certain smoking materials carried on your person.

Certain items are required to be carried with you onboard the aircraft. For example, spare lithium batteries for portable electronic devices, cigarette lighters and e-cigarettes must be removed from checked or gate-checked baggage and carried onboard the aircraft. However, e-cigarettes may not be used on-board the aircraft.

Traveling with medical oxygen, liquid oxygen, mobility aids and other assistive devices may require airline pre-approval or be restricted from carriage entirely. Passengers requiring these items should contact the airline operator for information on use of such devices.

Electronic tickets are NOT TRANSFERABLE. Tickets with nonrestrictive fares are valid for one year from original date of issue. If you have questions regarding our refund policy, please visit www.aa.com/refunds.

To change your reservation, please call 1-800-433-7300 and refer to your record locator.

Check-in times will vary by departure location. In order to determine the time you need to check-in at the airport, please visit www.aa.com/airportexpectations.

Air transportation on American Airlines and the American Eagle carriers® is subject to American's conditions of carriage..

NOTICE OF INCORPORATED TERMS OF CONTRACT

Air Transportation, whether it is domestic or international (including domestic portions of international journeys), is subject to the individual terms of the transporting air carriers, which are herein incorporated by reference and made part of the contract of carriage. Other carriers on which you may be ticketed may have different conditions of carriage. International air transportation, including the carrier's liability, may also be governed by applicable tariffs on file with the U.S. and other governments and by the Warsaw Convention, as amended, or by the Montreal Convention. Incorporated terms may include, but are not restricted to: 1. Rules and limits on liability for personal injury or death, 2. Rules and limits on liability for baggage, including fragile or perishable goods, and availability of excess valuation charges, 3. Claim restrictions, including time periods in which passengers must file a claim or bring an action against the air carrier, 4. Rights on the air carrier to change terms of the contract, 5. Rules on reconfirmation of reservations, check-in times and refusal to carry, 6. Rights of the air carrier and limits on liability for delay or failure to perform service, including schedule changes, substitution of alternate air carriers or aircraft and rerouting.

You can obtain additional information on items 1 through 6 above at any U.S. location where the transporting air carrier's tickets are sold. You have the right to inspect the full text of each transporting air carrier's terms at its airport and city ticket offices. You also have the right, upon request, to receive (free of charge) the full text of the applicable terms incorporated by reference from each of the transporting air carriers. Information on ordering the full text of each air carrier's terms is available at any U.S. location where the air carrier's tickets are sold or you can click on the Conditions of Carriage button below.

If you have a customer service issue, please Contact AA..

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Conditions of Carriage | Special Assistance | Flight Check-In | Flight Status Notification

NRID: 5821545419116215303182500

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Gmail

Nicholas Crocker <[redacted]@gmail.com>

FW: Amtrak: eTicket and Receipt for Your 02/04/2016 Trip - JEREMY DEUTSCH

Emily Stier <[redacted]@theamericandreamproject.net> Tue, Feb 2, 2016 at 11:46 AM
To: Nicholas Crocker <[redacted]@gmail.com>

Nick, below is the info for Jeremy's return train from Wilmington, DE on Thursday evening. He is on an 8:30pm train. CMR and I will continue on to Philly that night.

Thanks!

From: [redacted]@amtrak.com [mailto:[redacted]@amtrak.com]
Sent: Tuesday, February 02, 2016 11:38 AM
To [redacted]@THEAMERICANDREAMPROJECT.NET
Subject: Amtrak: eTicket and Receipt for Your 02/04/2016 Trip - JEREMY DEUTSCH

SALES RECEIPT

AMTRAK

Purchased: 02/02/2016 8:37 AM PTThank you for your purchase.

1. Retain this receipt for your records.
2. Print the attached eTicket and carry during your trip.

Merchant ID 0064960 Massachusetts AvenueWashington, DC 20002800-USA-RAILAmtrak.com

Reservation Number - 2AE261WILMINGTON, DE - WASHINGTON, DC (One-Way)FEBRUARY 2, 2016

Billing Information

EMILY STIERPO BOX 2485SPRINGFIELD, VA 22152
Visa ending in [redacted](Purchase)Authorization Code 75853G Total $50.00

Purchase Summary - Ticket Number 0330649526960

Train 55: WILMINGTON, DE - WASHINGTON, DCDepart 8:32 PM, Thursday, February 4, 2016 1 RESERVED COACH SEAT $50.00

BF.CMR.HEC.Production.031816.Q8.000156

Subtotal
$50.00
Total Charged by Amtrak
$50.00

Passengers

Jeremy Deutsch

Important Information

- Tickets are non-transferrable.
- Changes to your itinerary may affect your fare.
- Refund and exchange restrictions and penalties for failure to cancel unwanted travel may apply. If your travel plans change, call us before departure to change your reservation. If you do not board your train, your entire reservation from that point will be canceled. If you board a different train without notifying us, you will have to pay for it separately; the conductor cannot apply the money paid for your prior reservation. For all travel on or after March 1, 2014, for most Acela Express Business class reservations and Reserved Coach class reservations, you must cancel your reservation at least 24 hours prior to the train's departure in order to be eligible for a full refund. If the reservation is canceled within 24 hours of departure, a refund fee will apply. If the reservation is not canceled prior to scheduled departure ("no show"), the entire amount paid for the reservation will be forfeited. See the refund/exchange policy at Amtrak.com/refund.
- Summary of Conditions of Contract: Ticket valid for carriage or refund (subject to the refund rules of the fare purchased) for twelve months after date of issue unless otherwise specified. Amtrak tickets may only be sold or issued by Amtrak or an authorized travel agent/tour operator. Tickets sold or issued by an unauthorized third party will be voided by Amtrak. This ticket is a contract of carriage between Amtrak and the ticket holder, which is subject to specific terms and conditions, which are available for inspection at Amtrak ticket counters, on the Amtrak website at Amtrak.com/conditionsofcontract, or by calling 1-800-USA-RAIL. Tickets sold for non-Amtrak service are subject to the tariffs of the providing carrier.
- Questions? Contact us online at Amtrak.com/contact or call 1-800-USA-RAIL (1-800-872-7245) or TDD/TTY (1-800-523-6590).

Deutsch Jeremy 201602021137590002.pdf
16K

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AMTRAK eTicket

PRESENT THIS DOCUMENT FOR BOARDING

RESERVATION NUMBER 2AE261

RES# 2AE261-02FEB16

WIL ➤ WAS One-Way

WILMINGTON, DE WASHINGTON, DC FEBRUARY 4, 2016

TRAIN	VERMONTER	WILMINGTON - WASHINGTON	DEPARTS	ARRIVES (Thu Feb 4)
55	Feb 4, 2016	1 Reserved Coach Seat	8:32 PM	9:59 PM

PASSENGERS (1)

DEUTSCH, JEREMY ADULT

AMTRAK GUEST REWARDS

No member number provided. Join at Amtrak.com

Proper identification is required for all passengers. This document is valid for only passengers listed. See www.amtrak.com/ID for details.

IMPORTANT INFORMATION

- Tickets are non-transferrable.
- Changes to your itinerary may affect your fare.
- **Reserved Service:** eTickets are only valid for the services listed. **Unreserved** (Capitol Corridor, Pacific Surfliner, Hiawatha, Keystone between Harrisburg and Philadelphia): eTickets for Coach seats on unreserved trains may be used on any unreserved train on the same route within one year of purchase, unless restricted by the fare paid. Pacific Surfliner and Keystone trains require reservations during Thanksgiving.
- Refund and exchange restrictions and penalties for failure to cancel unwanted travel may apply. If your travel plans change, call us before departure to change your reservation. If you do not board your train, your entire reservation from that point will be canceled. If you board a different train without notifying us, you will have to pay for it separately; the conductor cannot apply the money paid for your prior reservation. For all travel on or after March 1, 2014, for most Acela Express Business class reservations and Reserved Coach class reservations, you must cancel your reservation at least 24 hours prior to the train's departure in order to be eligible for a full refund. If the reservation is canceled within 24 hours of departure, a refund fee will apply. If the reservation is not canceled prior to scheduled departure ('no show'), the entire amount paid for the reservation will be forfeited. See the refund/exchange policy at Amtrak.com/refund.
- Your latest eTicket shows the services you reserved. If you change your reservation but do not reprint the eTicket, it will not reflect your current itinerary. You can obtain an updated copy of your eTicket at Quik-Trak or a ticket office, or you can reprint it at home. At some stations, a gate agent may need to view your eTicket prior to boarding (learn more at Amtrak.com/boarding).
- When should you arrive at the station? Check the recommended arrival times for your departure station at Amtrak.com/stations. Allow additional time if you are boarding at a Canadian station, or require ticketing/baggage services or boarding assistance.
- Carry-on baggage is limited to 2 personal items, 14x11x7" / 25lbs per item, and 2 bags, 28x22x14" / 50lbs per bag, per passenger. **You may be charged a baggage fee or denied boarding if your items exceed these limitations.** See the baggage policy at Amtrak.com/baggage.
- Check the departure board or ask an Amtrak employee where to board your train.
- To change your travel plans or for any other matter, call Amtrak at 1-800-USA-RAIL (1-800-872-7245) or TDD/TTY (1-800-523-6590).

EXHIBIT 86

From: "Stan Shore"
Date: Friday, May 4, 2012 at 1:47:47 PM Pacific Daylight Time
To: "Patrick Bell"
Cc:
Bcc:
Subject: **Re: Email appeals?**

yes, I saw both.
I think it would be an excellent web appeal. Send on over to me ...
of course, I'm still trying to get approval to launch the new website ...

On May 4, 2012, at 1:41 PM, Patrick Bell wrote:

> Stan:
> Do you know of any current web appeals in the works? Todd just drafted some Memo for CMR summarizing her recent "War Over Women" media buzz. I think the intended target is women lobbyists. Might be a good topic to hit our donor email list on? MTP is pretty impressive, plus she sparred on CNBC with HOWARD DEAN the next day...
> Patrick
>
> Sent from my iPhone
>

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org

EXHIBIT 87

From: "Patrick Bell"
Date: Tuesday, September 11, 2012 at 6:47:06 AM Pacific Daylight Time
To: "Stan Shore"
Cc:
Subject: **FW: talking points memo**

Stan:
Ian mentioned on the call that he was looking for more issue-specific talking points. Todd put this packet together for August. Should I share this with Ian in a different format, or should we work on something separate altogether?
Best,
Patrick

From: Todd Winer
Subject: talking points memo

All: With this being August recess – and looking ahead to the fall – I put together a large document with talking points on over 30 issues, ranging from taxes and spending to gay marriage and global warming. Feel free to use as a resource, although please keep it internal. Thanks. –Todd

Todd Winer
Communications Director
Congresswoman Cathy McMorris Rodgers (WA-05)
2421 Rayburn House Office Building · Washington, DC 20515

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--
Patrick Bell
Voice: [redacted]
@PatBell | PatBell.com

- Attached: 08.03.12 august media 2.docx, 0.089 MB

EXHIBIT 88

- This document contains updated talking points for the August District Work Period on the following topics...

- **I. Issues where we're strong and want to highlight:**

- **1) Economy/Deficit/Taxes**
- **2) Health Care**
- **3) Bailouts**
- **4) America Speaking Out**

II. Issues that aren't in our comfort zone

- **5) Immigration**
- **6) "Popular Spending"**
- **7) Local Jobs/Earmarks**
- **8) Birthers**
- **9) Gulf Oil Spill**
- **10) DADT**

- **III. Second-tier issues that we don't discuss often (but may come up)**

- **11) Afghanistan**
- **12) Iraq**
- **13) Iran**
- **14) Energy**
- **15) Gay Marriage**
- **16) Charlie Rangel**
- **17) Black Panthers**
- **18) Eric Holder**

- **IV. Campaign-Related Issues**

- **19) Republican Strategy for 2010**
- **20) Patriot Pledge**
- **21) "Year of Republican Woman"**

- **V. New Issues, Aug. 20**

- **22) Ground Zero Mosque**
- **23) Obama's Religion**
- **24) Social Security**

- After this section is Kim's Legislative Update...

1. Economy/Deficit/Taxes

- For the past year and a half, President Obama, Speaker Pelosi, and the Democrats in Congress have tried to "borrow and spend" our way to prosperity. And it hasn't worked.
- Since President Obama took office, federal spending has grown 12%, the federal deficit has tripled in size to $1.4 trillion, and the national debt has soared to a record $13 trillion.
- What has all that "borrowing and spending" gotten us?
- President Obama promised that if Congress passed his $787 billion stimulus bill, unemployment would not exceed 8%. Today, unemployment is at 9.5%. Since the stimulus was signed into law, 3 million private sector jobs have been lost. 15 million Americans are out of work.
- In Eastern Washington – and across America - small businesses are saying they won't hire again until Washington creates a favorable climate for job growth – a climate that requires lower government spending and fiscal discipline.
- This point was re-emphasized by Paul Willen, an economics professor at MIT, who recently said: To create jobs, the private sector needs "to know that Washington can make tough choices, that our leaders are willing to do things that are unpopular. More than anything, people need to feel that the government is not out of control."
- To restore fiscal discipline, I'm advocating 2 constitutional amendments – one, to require a balanced budget, and the other to prohibit federal spending from exceeding 20% of our economy (it's 27% today).
- I'm also active with *YouCut* – a new initiative launched by House Republicans – which empowers citizens to use New Media to vote on the spending cuts they want to see the House enact.
- To create jobs, I've signed onto is "*The Economic Freedom Act*" which would reduce the Payroll Tax by half, eliminate the Capital Gains Tax, reduce the Corporate Tax Rate to 12.5%, provide immediate business expensing, and give the death penalty to the death tax.
- The Democrats, on the other hand, are planning a record tax increase ($3.8 trillion over 10 years) by allowing the tax cuts of 2001 and 2003 to expire on Jan. 1, 2011 (just 5 months from now).

- They aren't even drafting a budget this year even though – back in 2006 – the Chairman of the Budget Committee, John Spratt – said, "If you can't budget, you can't govern."

- Without decisive action, the President projects that we will need to borrow $10 trillion over the next 10 years – about half of it from other countries.

- That is unsustainable. There is simply not enough money in the world to pay for all of these debts without raising interest rates or devaluing the dollars (or both).

- To see the inevitable results of President Obama's "spend, borrow, and bailout" policies, take a look at Greece today. If we don't change course, that will be America soon enough.

2. Health Care

- I voted against this bill because it increases premiums for working families (10-13% according to the non-partisan CBO), raises taxes on small businesses, and cuts Medicare for seniors.

- The bill was also too expensive ($1.3 trillion) and will increase the deficit at a time when government spending is already out of control and the national debt is at $13 trillion.

- This bill will also be a job killer. After the bill passed, America's major corporations filed statements with the government on how the bill's tax changes would affect their earnings (as they're required to do by law). Boeing said it would take a $150 million hit. AT&T said it would have to pay $1 billion. The list goes on. All of these companies will be affected.

- The Obama-Pelosi bill will also put tremendous strains on our private health care system. Since the bill requires 16 million more people to enroll in Medicaid - and since Medicaid only reimburses only slightly more than half of medical costs - that will obviously have a devastating financial impact on those doctors and hospitals. I saw a poll in which 46% of doctors said they're considering retirement in light of the health care bill's passage. We can only speculate on the negative impact that all of this will have on the high quality of care that Americans deserve.

- I believe the individual mandate is unconstitutional. I'm signed onto the amicus brief that was filed by the American Center for Law and Justice (ACLJ) on behalf of Washington and 19 other states that are challenging the mandate in court.

- Shortly before the House vote, CNN came out with a poll which found that 73% of Americans wanted Congress to either "start from scratch" on health care reform or "stop working on the bill completely." I stood with those 73%, and I will continue to stand with them.

- I want to repeal the health care bill and replace it with a better bill based on common-sense, market-based solutions to increase health care access and lower costs for all Americans.

- We should allow businesses to pool together to purchase insurance, permit insurance to be sold across state lines, and limit junk lawsuits.

- We should also promote healthier lifestyles, deploy new health technologies, and expand access to care in rural areas. That's what the American people want and deserve.

3. Bailouts

- I opposed the Wall Street bailout, the auto bailout, and I am leading the charge against U.S. participation in the European Union bailout.

- Last month, Special Inspector General for the Troubled Asset Relief Program (TARP) Neil Barofsky announced that "Federal support for the nation's financial system...has actually increased 23% over the past year, from approximately $3 trillion to $3.7 trillion."

- To enjoy the benefits of a free market economy, the federal government can't continue to take trillions of dollars away from hard-working families and small businesses and use that money to reward the politically connected.

- By creating such an enormous moral hazard, the government is perpetuating a climate of uncertainty which limits investment, growth, and job creation. There can't be a full recovery on Main Street until we stop Washington's growing culture of bailouts.

- The Wall Street bailout failed. Since TARP became law in October 2008, there has been a 8.7% decline in commercial bank credit (the largest decline since 1942); in 2009, Wall Street bonuses surged 17% while America's overall GDP fell 2.6% (the largest GDP decline since 1946), and according to a *USA Today* investigation, banks that accepted TARP money reduced their lending and increased their employee pay at a greater rate than banks that did not accept TARP money.

- President Obama is now taking the "too big to fail" philosophy to a global level.

- **In the past few months, President Obama has committed $7 billion in our tax money for Greece, $50 billion for the European Union, and perhaps billions more as European governments face the inevitable fiscal crunch caused by generous welfare benefits whose costs have become too exorbitant to pay.**

- **At a time when America is already borrowing 43 cents of every dollar it spends, does it make sense for us to borrow even MORE money (much of it from China) to help bailout Europe?**

- **After all, the European crisis was caused by too much spending and borrowing, and that crisis will NOT be solved by MORE spending and borrowing. A 'Euro-TARP' is the wrong approach, and America should have no part in it.**

- **I've introduced legislation with Rep. Mike Pence (R-IN): The European Bailout Protection Act. Our bill would protect U.S. taxpayers from becoming MORE involved in a 'Euro-TARP' by requiring the EU nations to meet the fiscal requirements mandated by their own charter before they can withdraw U.S.-provided funds from the IMF.**

- **Rep. Pence and I have also introduced a Congressional resolution to express taxpayers' opposition to a European Bailout. Every Member of Congress should go on record – either 'yea' or 'nay' – on whether or not U.S. tax dollars should go to a 'Euro-TARP.'**

- **Should Congress pass our Resolution, it will send a powerful message to President Obama that we should end the bailouts, not export them. The only thing 'too big to fail' is America itself.**

- ***Q: Why did you vote for that outrageous tax on AIG bonuses? Wasn't that blatantly illegal?***

- A: The House voted overwhelmingly (328-93) in favor of that tax because we did not believe that Wall Street firms should have received $700 billion in federal aid and then – once they received that money – go ahead and pay their executives millions of dollars in bonuses – bonuses paid for by the taxpayers.

- Having said that, I wish that vote hadn't been necessary. I am very opposed to the growing nexus between Wall Street and Washington – which made that bonus scandal inevitable. That's why I voted against TARP. That's why I've been one of the most vocal Members of Congress against the growing bailouts. We need to end the bailouts once and for all.

<u>4. America Speaking Out</u>

- **As Vice-Chair of the House Republican Conference, I've been heavily involved in promoting *America Speaking Out*.**
- **ASO is a new online forum that uses the best of social media to empower citizens to create a new policy agenda that respects the voices to the American people.**
- **Through ASO, any citizen can submit a policy solution, promote their priorities, debate the ideas posted by other Americans, and share the conversation with their friends and neighbors via Facebook and Twitter.**
- **So far, 12,000 ideas have been posted on ASO and 600,000 votes have been cast.**
- **Later this month, I will be hosting an ASO townhall in Spokane.**
- **Then in September, I and other House Republicans will take the best ideas from *ASO* and put together an historic agenda that can transcend politics and get America back on track.**
- **I've posted my European bailout idea on ASO (plus a video), and in less than one month, that video became the 5th-most watched of the 37 ASO videos produced by Members of Congress.**

5. Immigration

- Our immigration system is broken, and fixing that system should be an urgent national priority.
- For starters, we need to improve border security – especially for national security reasons.
- As we saw on 9/11, we also need to do a better job of enforcing the immigration laws we already have on the books – including making sure that dangerous people aren't allowed into the country in the first place and that visitors don't attempt to stay in our country permanently by overstaying their visas.
- As far as I'm concerned, America is our home, and like any homeowner, we have a right to decide who comes into our home, who stays in our home, and to protect our home.
- **ARIZONA:** I support Arizona's new immigration law, SB 1070, which merely enforces federal law, and I strongly oppose President Obama's decision to sue

Arizona (especially when you consider their approval of "sanctuary cities" for illegal immigrants).

- Having said all that, while we *are* a "nation of laws," we are also a "nation of immigrants." And when it comes to immigration policies, America should have a "tall fence with a wide gate."

- We should streamline and modernize our immigration system to make easier for people we want and need in this country – especially for our economy, and particularly for our agricultural and high-tech industries – to become American citizens and achieve the American Dream.

- With rights come responsibilities, though. And we have to make sure that all immigrants fulfill the vision of the "melting pot," and assimilate into our culture. That means learning English, obeying the law, and using the welfare state as a last resort; not as a lifestyle.

- There's a lot of room for common-sense reforms when it comes to immigration; to fulfill the vision of our Founders that America will be a "Beacon of Liberty" and "Land of Opportunity for All." I will work to fulfill that vision, and I will strongly oppose amnesty because it will negate that vision.

- *Q: Would you approve of an Arizona-type law for Washington State?:* A: The Arizona law merely enforces federal law, so yes, if we – as a state – determined we needed to fill the shortcomings of the federal government by enforcing their immigration laws for them, yes, I would definitely support it.

- *Q: What should America do about* ***"anchor babies?":*** I would support legislation to clear up what many legal scholars agree is a serious misinterpretation of the Constitution – that the children of illegal immigrants who are born in America must automatically be awarded citizenship. The current interpretation rewards illegal behavior, It should be changed. For me, this is just common sense.

- *Q: What should America do about the 12 million illegal immigrants who are currently in this country?* A: The decision about what to do with the 12 million illegals will be easier once we accomplish 2 things which should be done urgently: secure the borders and reform the immigration laws to make sure the people who shouldn't be in this country (criminals, people who don't speak English, who don't have jobs lined up, etc). That will go a long way to fixing the most challenging parts of the immigration crisis.

- *Q: Shouldn't employers be doing more to make sure they're not hiring illegal immigrants?* A: The government has a basic responsibility to enforce our immigration laws, and they should be making it easier for employers to verify the citizenship of their employers. This is a burden that should fall on the government; not employers. The government's inability to be more constructive

in this regard is a failure of our immigration system – a failure that needs to be fixed.

6. "Popular Spending"

- *Q: Why did you vote against Unemployment Insurance?...The 9/11 Firefighters Fund?...F-MAP?... Paying our Teachers?...Isn't that just heartless?*
- A: Some of these are worthy spending items, but when these bills came to the House floor, they weren't paid for with spending cuts. They only add to our $13 trillion deficit.
- Let's keep in mind: This year, the federal government will borrow 43 cents of every dollar it spends. So when it comes to NEW government spending, I have to ask myself a question: "Is this spending SO important – SO essential – that it's worth adding to the debt burden of our children and grandchildren (which already comes to $42,000 per person?)
- These are tough times that require tough decisions. But I'm confident the decisions I've made are the right ones – not just for America today, but for America's future.
- *Q. Where in the Constitution do you have the authority to do ANY of this stuff?*
- A:Article I, Section 8: "General Welfare" (Congress can "tax and spend" to "promote general welfare")
- Article I, Section 8, Clause 3: Commerce Clause ("regulate commerce...among the several states")

7. Local Jobs

- *Q: It seems your economic strategy is just to say "no" to whatever President Obama is saying. What are you doing specifically to create jobs in our community?*
- A: I believe the private sector – not the government – must be the source of job growth in this country. That doesn't mean Congress has no role to play, however; it means our role must be to create a conducive environment for the private sector to grow and create jobs. That includes keeping taxes low, keeping government spending under control, eliminating burdensome, unnecessary regulations, etc.
- President Obama's policies on taxes, spending, energy, health care, etc. have created tremendous uncertainty in the private sector – and we see that with our persistently high unemployment rate.

- One area where the government can play a uniquely useful role in creating jobs is by investing in infrastructure. I've been proud to champion worthy local projects like the North Spokane Corridor and the Walla Walla Aqueduct, and I will continue to advocate for them.

- (EARMARKS): Even with infrastructure and other worth projects – such as university research funding – we need to keep in mind that the earmark system – in which the government funds most of these projects – is broken. There's no coincidence that the explosion in earmarks in the last decade coincided with an explosion in federal spending. That's why House Republicans banned earmark requests this year. We need to find better ways to invest in local projects. The federal government can be a partner at times, but other institutions – state and local governments; private and non-profit sectors – need to play greater roles.

8. BIRTHERS

- While I wish the Obama Administration was more forthcoming in addressing this issue, it's important to keep in mind: The courts have already reviewed President Obama's qualifications, and they have ruled that he is a natural-born citizens, and thus, fit to serve as President. Also, his election was certified by the U.S. Senate.

- I think we need to focus on President Obama's policies, and the focus on this so-called "birth certificate issue" distracts us from effectively fighting those policies.

9. GULF OIL SPILL

- *Q: Considering the devastation of the Gulf oil spill, shouldn't we put a stop to offshore drilling?*

- A: **I do not believe that America should shut down its oil rigs in the Gulf of Mexico and the Atlantic and Pacific coasts. We need to learn the lessons from the BP accident, and then apply those lessons to the entire industry. Knowing that America has growing energy needs, any effort to close down off-shore energy production would have a devastating impact on our economy, jobs, and our efforts to reduce our dependence on foreign oil, that is something I cannot support.**

10. DADT

- I believe that DADT is working; I don't see a need to change it.

- I was opposed to Speaker Pelosi's decision to attach a provision to the NDAA overturning DADT before the Pentagon had a chance to complete its review later this year. That was pure politics.

- As Co-Chair of the Military Family Caucus and Fairchild's representative in Congress, I speak frequently with sevicemembers, generals, and veterans, and I know they have a lot of concerns about overturning DADT – concerns that are persistent and aren't going away.

- At the very least, it seems premature for President Obama and Congress to overturn DADT when we're currently in the midst of 2 wars; this is a debate that is distracting, and can wait until war's end.

11. Afghanistan

- **In a post-9/11 world, our most important national security mission must continue to be the elimination of al-Qaeda, especially in their home base of Afghanistan.**

- **Right now, we have tens of thousands of brave men and women fighting and risking their lives in Afghanistan to keep America safe. Those heroes deserve the best civilian and military leadership.**

- **I am confident that General Petraeus will provide superb leadership at this critical time in our Afghanistan campaign.**

- **As for me, my top priority in Congress will continue to be making sure our heroes on the battlefield have all the resources they need to complete their mission.**

- ***Q: Do you think President Obama should keep his pledge to begin withdrawal in July 2011?:* A: As we saw in Iraq, the best strategy should be victory, not setting arbitrary deadlines. Our course in Afghanistan should be determined by events in the field, not by politicians 7,000 miles away.**

12. Iraq

- I am very proud of our brave servicemen and women and uniform who have sacrificed so much to get us to this point in Iraq – not only the removal of Saddam Hussein's brutal dictatorship, but the creation of a democracy in the heart of the Middle East, and an ally in the fight against terrorism.

- *Q. The withdrawal of U.S. combat troops should be completed later this month. If the upsurge in Iraqi violence continues – and we saw a re-emergence of the civil war from a few years back – would you support freezing or reversing the withdrawal?* A: That's not an issue that's come up in Congress yet. And I don't think it would be wise to speculate on hypotheticals; what we've seen so far merits continuing the strategy that our military is implementing.

13. IRAN

- We cannot allow the world's largest state-sponsor of terrorism to possess the world's deadliest weapons. The consequences for Israel, America, and the whole world would be unthinkable.
- I proudly voted for the Iran Sanctions Act which targets and weakens the regime's energy and banking sectors to prevent it from developing nuclear weapons. We need to do more, though.
- This is an urgent national security issue, and the Obama Administration can't take its eye off the ball.

14. ENERGY

- Right now, we import $400 billion of foreign energy every year. Those dollars could stay here in America – be invested in America's economy for American jobs – if we adopt a comprehensive, 21st century energy program that taps into America's bountiful natural resources – including the most important resource of all – the ingenuity of the free American mind.
- When it comes to energy, we need "more of everything:" More oil. More natural gas. More nuclear power. More alternative energies, such as solar, wind, and biofuels. And more energy research to develop the fuels that will power the world in the decades to come.

15. GAY MARRIAGE

- Like the vast majority of Americans, I believe that marriage should be between a man and a woman.
- I am very concerned by these activists judges – like the one in California – who are ignoring the will of the people by overturning laws – many of them by referendum – preserving the sanctity of marriage.

16. Charlie Rangel

- I believe that Charlie Rangel should resign.
- The Ethics Committee has levied 13 very serious charges against Rangel, including leaving errors and omissions on his financial disclosure forms, failing to report and pay taxes on rental income for a beach villa, and inappropriately allowing his campaign committees to use a rent subsidized apartment.

- Speaker Pelosi promised that she would oversee the "most ethical Congress in history," but by leaving open the possibility that Rangel may still be able to Chair the Way and Weans Committee – the committee that writes America's tax laws – shows that her promise is not being fulfilled.

17. Black Panthers

- I believe that Attorney General Holder's decision to drop the Justice Department's voter intimidation lawsuit against the Black Panther Party was the wrong decision.

- There is strong video evidence that the Black Panthers were committing voter intimidation on Election Day in Philadelphia (shouting racially-charged language, blocking the voting booth entrance, and brandishing weapons), and when you consider that the Justice Department had already obtained an entry of default after the defendants ignored the charges, Attorney General Holder's decision to dismiss the case before a final judgment could be entered is even more puzzling.

- The bottom line is that President Obama and Attorney General Holder have not been candid and forthcoming about their handling of the Black Panther case, and Congress and the American people have the right to keep raising the questions until we get the answers we're entitled to.

18. Eric Holder

- I am very concerned by Attorney General Holder's job performance.

- Since taking over the Justice Department, he has made several questionable decisions.

- **Khalid Sheik Mohammed Trial**: First, calling for a civilian trial in NYC; then, reversing his decision (right now, there is NO PLAN! on how to handle Mohammed), and then accusing Congress of "politicizing the issue."

- **Guantanamo Bay:** Closing down Guantanamo Bay, bringing al-Qaeda terrorists to American soil (still in a state of flux).

- **Sestak/Romanoff Controversy:** Refusing to appoint Special Prosecutor in "Senate jobs scandal" even though – even if one believes Administration's unlikely story – federal laws were probably broken.

- **Filing Lawsuit Against Arizona for Immigration Law:** Virtually unprecedented to sue a state for merely trying to enforce federal law.

- Ultimately, however, all of these decisions were signed off by – and probably originated with - the President, so President Obama has to be accountable for his Attorney General.The buck stops with him.

19. Republican strategy for 2010

- **Our first priority is to re-establish trust with voters.**
- **Let's be frank: The Republican Congress of 1995-2006 was a disappointment. While there were some major successes – welfare reform, tax cuts, a balanced budget – there is no question that – as the years went by – our party's leadership became more concerned with keeping its power, rather than serving the best interests of the American people.**
- **To re-establish our trust with voters, Republicans in Congress must be able to answer a simple question: "If we're given the chance to govern again, how are we going to govern differently?"**
- **In my opinion, governing differently means crafting a positive, visionary agenda for America's future, and then sticking to it.**
- **In the next few months, Republican candidates will unite behind specific action items – specific pieces of legislation that we will pass through Congress if the voters entrust us with the responsibility of leading them once again.**

20. What "specific action items" should Republicans run on?

In my race for re-election, I've drafted what I call a "Patriot Pledge" – and the Pledge consists of 10 action items that I will work to pass through Congress if the Republicans retake the Majority. Those items are…

1) BALANCE THE BUDGET

2) REDUCE WASTEFUL GOVERNMENT SPENDING

3) REPEAL AND REPLACE THE OBAMA HEALTH CARE BILL

4) SIMPLIFY THE TAX CODE

5) REVERSE THE WALL STREET BAILOUT

6) AUDIT THE FEDERAL RESERVE

7) BOLSTER EDUCATION

8) ACHIEVE ENERGY INDEPENDENCE

9) END ILLEGAL IMMIGRATION AS WE KNOW IT

10) PROTECT OUR KIDS FROM INTERNET PREDATORS

That's my list. That's my "Patriot Pledge." And I aim to keep that Pledge as part of a new Republican Majority in Congress.

21. Republican Women

- **As the NRCC's lead recruiter of Republican women candidates, I'm very proud that we have 107 Republican women running for the House this year – that's an all-time record, almost twice the number we ran in 2008 (65), and we've almost reached parity with the number of Democratic women running for the House this year (132).**
- **I'm convinced that 2010 will be the "Year of the Republican Woman."**
- **Why have we been so successful? Mainly, President Obama's policies. Women have been disproportionately affected by the bad economy (2 out of 3 new businesses are started by women) and health care reform (women spend 2 out of 3 health care dollars).**
- **Plus, in a "change" election, Republican women represent "change" better than anyone else.**
- **To succeed in 2010, Republican leaders must encourage women to run for office and support women candidates.**
- **To succeed in the long-term, the GOP must be a place where all women feel comfortable.**

22. Ground Zero Mosque

- While America has a proud tradition of freedom of religion and the right to own property, I think building a 10-story, $100-million mosque two blocks from Ground Zero – on land that was damaged in the 9/11 attack – is inappropriate and should be stopped.
- Ground Zero is "hallowed ground," and building a mosque on that ground would be an unnecessary wound to the thousands of family members who lost their loved ones there.

- I sincerely hope the Islamic leaders who are planning to build this mosque reconsider their decision.

- Over a decade ago, when Catholic nuns were planning to build a convent close to Auschwitz, Pope John Paul II encouraged the nuns to move the convent, which they did.

- Regardless of the intentions of those who are funding the Ground Zero mosque, I hope they will take Pope John Paul's action as a model, and take up Governor Patterson's proposal of moving the mosque onto federal land far from Ground Zero.

23. Obama's Religion ("Do you believe Obama is a Muslim?)"

- President Obama says he is a practicing Christian, and I believe him.

- As we all know from the 2008 campaign, President Obama belonged to a controversial church in Chicago for 20 years. That is probably the best evidence for the President's religion.

- Regardless of the President's faith, I am focused on his policies; not his place of worship.

24. Social Security ("Do you think we should move the retirement age to 70?")

- I – and other House Republicans – have made it very clear that we will not touch the Social Security benefits of anyone who is currently on Social Security or nearing retirement age. That is a promise!

- However, we know – just from basic math – that the current Social Security arrangement – in which, a few decades from now, 1.5 workers will be need to support every retiree – is unsustainable.

- At some point, we will need entitlement reform. And that's a project that will require bipartisan cooperation.

- In 2005, President Bush made a good-faith effort to reform America's entitlement programs, but that effort was rejected by Democrats. That was a missed opportunity. And it's an opportunity that won't present itself again until the Democrats show they're serious about putting our fiscal house in order.

- It's worth noting that President Obama's fiscal policies – borrowing $1.4 trillion this year alone – will make it harder to save Social Security for my generation and the younger generations.

- We need to keep our promise to America's seniors, but we also need to start having a conversation about how to modernize these programs so they're sustainable for the long-term.

EXHIBIT 89

RE: Finance Calls

From: **Todd Weiner** ([redacted]@hotmail.com)
Sent: Tue 8/31/10 9:17 AM
To: [redacted]@aol.com;[redacted]@gmail.com
Cc: [redacted]@englund.com

Just gave it to her

From: [redacted]@aol.com
To: [redacted]@gmail.com
Subject: Re: Finance Calls
Date: Mon, 30 Aug 2010 13:23:41 -0700
CC: [redacted]@englund.com;[redacted]@hotmail.com

I don't know if Shelby is in today.
Todd can u print out and hand to cmr when she is in the office.
Sent from my iPhone

On Aug 30, 2010, at 1:13 PM, Dawn Sugasa <[redacted]@gmail.com> wrote:

> Here are the calls that the Congresswoman requested for today or tomorrow.
>
> Jeremy, I included the asks that you listed on your table (and also included Hennessy per her email, can't hurt to follow-up). I also sent around the article to the major donors so we should be good to go on her following it.
>
> Let me know if you have questions.
> Thanks!
> Dawn
>
> <0830 CMR Finance Calls.docx>

EXHIBIT 90

BF.CMR.HEC.Production.031816.Q1.001914

McMorris Rodgers, Cathy

From: Litman, Riva
Sent: Thursday, October 21, 2010 12:36 PM
To: McMorris Rodgers, Cathy
Subject: RE: Chocolate cake

Congresswoman,

I didn't get a chance to respond to this yesterday because Jeremy and I were working on a TV ad all day. But I want you to know that you did an EXCELLENT, EXCELLENT job on Tuesday. I really mean it. The candidate who trails in any campaign is ALWAYS going to be more negative, accusatory and critical – especially since you're the incumbent. That was to be expected. But you countered his invalid and inaccurate attacks in the perfect manner: you were cordial, poised, confident and articulate. I mean that. You defended your record by citing the things you have accomplished, the ideas you've promoted and the vision you have for the future. Every single person I've talked to (and believe me, I can really talk!) has commented on what a fantastic job you did.

Think of it this way: everyone -- in every circumstance -- can think of things they COULD have said better or rebuttals they could have made more effectively. It's always easier to see these things in hindsight. But you were wonderful. At the end of the day, you appeared to be the more knowledgeable, composed and trustworthy (very important) candidate, while Romeyn just appeared to be somewhat of a loose cannon who offered more baseless criticisms than substantive ideas. Watching you made me so proud to work for you. And I sincerely mean that!

And these are always good learning experiences. I'm not sure if this is something you'd be interested in, but I'm wondering if you'd want to do weekly or bimonthly speaking/debate prep sessions. It's always good practice -- and that way you will realize how much natural talent you have (and you have a lot; trust me!). I was thinking of talking to Todd about it, so let me know if you think it's worth pursuing.

Thank you so much for welcoming me so warmly to the District. I love it here. And I can't wait for the symphony with Aunt Nancy! I hope you're safely en route back to D.C. and I will very much look forward to seeing you when you return on Monday!

Riva

From: McMorris Rodgers, Cathy
Sent: Wednesday, October 20, 2010 11:18 AM
To: Litman, Riva
Subject: Chocolate cake

Well, read your e-mail again and noticed you suggested chocolate cake rather than ice cream. All good. Enjoyed your tweets on the debate. I watched most of it last night and felt better about it. When I read Jim Camden's article, I thought ~~Daryl did a better job of~~ making the debate about me than I did making the debate about the future of America and the current direction. Still a good learning experience. I appreciated your tips and help, very much.

I have a message into Brian's Aunt Nancy regarding the Symphony and will keep you posted.

Good to have you in district.

Cathy

EXHIBIT 91

From: "Louise Fendrich"
Date: Monday, July 9, 2012 at 6:21:53 AM Pacific Daylight Time
To: [redacted]@lelandslaw.com, "Jeremy Deutsch" [redacted]@politicalservices.org
Cc:
Subject: **RE: Campaign: Filming for Campaign**

This is great, Dick.

Greenstone is the construction company out of Liberty Lake that is building up Kendall Yards and they are friends. The farmers I had in mind were the Riddles from Green Bluff. Mike could give you a better idea of their crops.

I won't be on the calll as I will still be in the wind meeting. Will check email to see if you hace any questions or comments when I get to the office.

Louise

From: [redacted]@lelandslaw.com
To: [redacted]@aol.com; [redacted]@politicalservices.org; [redacted]@hotmail.com
CC: [redacted]@lelandslaw.com
Subject: Campaign: Filming for Campaign
Date: Sat, 7 Jul 2012 09:01:01 -0700

Hello All:

Several documents that I prepared this morning:

1. I think we should consider starting with an overview of the image that we wish to present (therefore the first document).

2. I partial listing of places that I will be taking the film person on Tuesday.

3. An outline of that which was discussed yesterday in the conference call.

Dick

Richard M. Leland
Attorney at Law
901 E. Nora Avenue
(@ 1800 North Hamilton)
Spokane, WA 99207
Tel: 509-484-7799
Fax: 509-484-7798
e-Mail: [redacted]@lelandslaw.com

IMAGES THAT RESONATE IN 5th DISTRICT

	Qualities	

1	Family / Mother	Pictures of Family at Manito Park
2	Patriotic	Flag in front of house.
3	Religious Values	Out Front Church—Could be St. Als on Gonzaga Campus.
4	Leader	At white board in office directing group—Could be at GSI
5	Listener	Among a group of constituents—Could be at GSI
6	Tough	Appropriate gestures in a meeting of some sort —implying no
7	Smart / Bright / Inquisitive	At a desk with newspapers or books or in a study or library. Outside Gonzaga University.
8	Love of People—young and old	At Senior center, youth athletic event at Joe Albi Park
9	Athletic / Youthful / Healthy	On a bike through Manito Park
10	Outdoor / Environment / Gun image or implying	Not with a gun but a fishing pole with Cole done at Riverfront Park (check if it is legal)

SPOKANE TOUR OF POSSIBLE PHOTO SITES

	Site	Location	Reason
1	Airport Tower	Airport	Tech; Transportation
2	Spokane Falls CC	North Spokane	Educational
3	Riverside State Park	North Spokane	Beautiful Environmental
4	Joe Albi Park	North Spokane	New / Youth
5	Wandermere	North Spokane	NS Freeway

6	Graystone	North Bank	Construction / View of City
7	Monroe Bridge	North Bank	View of City
8	Courthouse	North Bank	Justice
9	Clock Tower	Down Town	Support community
10	Carosel	Downtown	Support youth
11	WSU	Downtown E	New Campus
12	Gonzaga- Bridge	Downtown E	Great View
12	Gonzaga Campus	Downtown E	Beautiful – Spokane jewel
13	Gonzaga - Church	Downtown E	Faith; Beautiful
14	Hoopfest signs	Downtown E	Community Event
15	Spokane Arena Area	Downtown N	Landmark
16	WMCA	Downtown N	Youth, etc.
17	Sumner Ave.	South	Overlooks Spokane
18	High Drive	South	View west
19	Cannon Hill Park	South	Small beautiful park
20	Manito Park	South	Park
21	Comstock Park	South	Park
22	Construction on 29th	South	Near Comstock
23	Perry District	South	Feel good district
24	Garland District	South	Feel good district
25	Spokane Valley		Misc.
26	Liberty Lake		Misc.

OUTLINE OF PHOTO OPPORTUNITIES

	Focus Area	Location	Who	Comments
1	Medical School (Photo Site #1)	WSU (Spokane	Dr. Nurse	Preference: Younger and

		Campus)	Pharmacist Future Student Dr. Pitcher?	female . . . praising the work and leadership of CMR and but for CMR _____.
2	**Rural Health** (Photo Site #1)	**WSU Campus** (comes to Spokane to participate)	Dr. Nurse Patient Hospital Admin?	But for CMR's leadership . . . we would not have the health care options and our community would struggle
3	**Fairchild** (Photo Site #2)	**Fairchild Entrance in West Plains**	Paul Fletcher Other Forward Fairchild	Without the leadership and resolve of CMR Fairchild would be _____
4	**Veterans** (Photo Site #3)	**Fairchild Entrance (or VA Hospital)**	Veteran Mrs. Lopez	CMR is a supporter of veterans that is unparallel — she flat out cares.
5	**NS Freeway** (Photo Site #4)	**Wandermere Bridge**	Wayne Brokaw Union Worker on Project	CMR is one that democrat or republican she is the right choice . . . I support her and I am a democrat
			Holister Steer	

6	**Business (Large)** (Photo Site #5)	**Tech. Plant** **Older Industrial**	**Haskins Steel** **Liberty Lake**	**CMR supports jobs, is forward thinking, etc. . . she gets it . . .**
7	**Business (Small)** (Photo Site #6)	**Retail**	**Perry / Garland Districts?** **Action Moving** **Farmers Market**	**CMR is for small business – like me – she gets it.**
8	**Construction Business (Large)** (Photo Site #7)	**Graystone Project** **Ferris High School Renovation**	**Barry Baker** **Garco (contractor for Ferris project)**	**CMR is for jobs . . . she is for us**
9	**Agriculture** (Photo Site #8)	**Green Bluff** **South County**	**Bruce Nelson**	**I know that CMR will always be there for us . . . she is one of us.**
10	**Personal Overview** (Photo Site #9)	**Manito Park + 25th Ave.**		

EXHIBIT 92

From: "Dawn Sugasa"
Date: Sunday, July 8, 2012 at 2:56:51 PM Pacific Daylight Time
To: "jeremy deutsch" , "Richard Leland"
Cc: "Stan Shore" , [redacted]@hotmail.com
Subject: **Re: Campaign: Filiming for Campaign**

Thanks for including me, Jeremy. I am available for the call tomorrow.

I have a text into my cousin (nurse practitioner) about it. She is camping this weekend without service so I'm not sure when I will hear back. She will likely be worried about the tv part and how her practice would feel about her doing it. Do you guys already have the scripts for what they'd be saying?

I have some thoughts on the others but we can discuss tomorrow.
Thanks!
Dawn

From: jeremy deutsch <[redacted]@aol.com>
Date: Saturday, July 7, 2012 5:34 PM
To: Richard Leland <[redacted]@lelandslaw.com>
Cc: Stan Shore <[redacted]@politicalservices.org>, <[redacted]@hotmail.com>, Dawn Sugasa <[redacted]@gmail.com>
Subject: Re: Campaign: Filiming for Campaign

Dick:
Thank you for the email and thoughts..It is very helpful!

Team:
The most important item right now is the testimonials. I've attached a list of people we can approach and who the most appropriate person on staff to contact them may be. I would like to loop in Sheila on this project along with Dawn as she will have some good ideas on who else we can contact. I would like our entire list to look like the doc section, we've identified 7 solid doctors we can approach but are very light on nurses and I have no ideas for students. My experience in the past is that we need a deep bench for a variety of reasons--mainly some people are busy or are afraid to go on TV. Then we have the challenge that certain people are better than others when on TV.

So lets spend the weekend, adding people to the list. Then on Monday at 9:00 AM PDT, I would like to have a call on how we can divide the list and start making the calls too. Plus I want us to all be on message on what our ask is of each individual and Stan if possible would like to give them a time when we will be doing the testimonials as well so everyone can plan accordingly.
so to recap, recruiting people for testimonials will be our top priority Monday, after we get this we can then focus on locations, extras and other items. Thank you all for your help!!
Jeremy

On Jul 7, 2012, at 12:01 PM, Richard Leland wrote:

> Hello All:
>
> Several documents that I prepared this morning:
>
> 1. I think we should consider starting with an overview of the image that we wish to present (therefore the first document).

2. I partial listing of places that I will be taking the film person on Tuesday.

3. An outline of that which was discussed yesterday in the conference call.

Dick

Richard M. Leland
Attorney at Law
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Tel: 509-484-7799
Fax: 509-484-7798
e-Mail: [redacted]@lelandslaw.com

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6	**Tough**	**Appropriate gestures in a meeting of some sort —Implying no**
7	**Smart / Bright / Inquisitive**	**At a desk with newspapers or books or in a study or library. Outside** Gonzaga University.
8	**Love of People—young and old**	**At Senior center, youth athletic event at** Joe Albi Park
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5	**Wandermere**	**North Spokane**	**NS Freeway**
6	**Graystone**	**North Bank**	**Construction / View of City**
7	**Monroe** Bridge	**North Bank**	**View of City**
8	**Courthouse**	**North Bank**	**Justice**
9	**Clock Tower**	**Down Town**	**Support community**
10	**Carosel**	**Downtown**	**Support youth**
11	**WSU**	**Downtown E**	**New Campus**
12	**Gonzaga-** Bridge	**Downtown E**	**Great View**
12	**Gonzaga Campus**	**Downtown E**	**Beautiful** – Spokane **jewel**
13	**Gonzaga - Church**	**Downtown E**	**Faith; Beautiful**
14	**Hoopfest signs**	**Downtown E**	**Community Event**
15	**Spokane Arena Area**	**Downtown N**	**Landmark**
16	**WMCA**	**Downtown N**	**Youth, etc.**
17	**Sumner Ave.**	**South**	**Overlooks** Spokane
18	**High Drive**	**South**	**View west**
19	**Cannon** Hill Park	**South**	**Small beautiful park**
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21	**Comstock** Park	**South**	**Park**
22	**Construction on 29th**	**South**	**Near Comstock**
23	**Perry** District	**South**	**Feel good district**
24	**Garland District**	**South**	**Feel good district**
25	**Spokane** Valley		**Misc.**

26	**Liberty** Lake		**Misc.**

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5	NS Freeway	Wandermere	Wayne Brokaw	CMR is one that

	(Photo Site #4)	Bridge	**Union Worker on Project**	**democrat or republican she is the right choice . . . I support her and I am a democrat**
6	**Business (Large)** **(Photo Site #5)**	**Tech. Plant** **Older Industrial**	**Hollister Steer** **Haskins Steel** **Liberty** Lake	**CMR supports jobs, is forward thinking, etc. . . she gets it . . .**
7	**Business (Small)** **(Photo Site #6)**	**Retail**	**Perry / Garland Districts?** **Action Moving** **Farmers Market**	**CMR is for small business – like me – she gets it.**
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9	**Agriculture** **(Photo Site #8)**	**Green Bluff** **South** County	**Bruce Nelson**	**I know that CMR will always be there for us . . . she is one of us.**
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<IMAGES THAT RESONATE IN 5TH DISTRICT.doc><SPOKANE TOUR OF POSSIBLE PHOTO SITES.doc>
<OUTLINE OF PHOTO OPPORTUNITIES.doc>



EXHIBIT 93

RE: LTEs

From: **Todd Weiner** [redacted]@hotmail.com)
Sent: Wed 10/20/10 5:48 PM
To: McMorris Rodgers, Cathy [redacted]@mail.house.gov); Kristina Sabestinas [redacted]@cathyforcongress.com)

Thank you, Congresswoman.
Kristina, here's 2 more. It would be ideal if we could get a veteran to send the first one and someone who attended CMR's townhall (was one of our old interns there?) to send the second one.
I'll keep working on some others.

5) As a veteran, I was startled by Darly Romeyn's comment during Tuesday's debate that if he had the chance to serve in Congress, he would "listen to the arguments" for closing down Fairchild Air Force Base. This is a deeply irresponsible statement which shows that Daryl simply isn't ready for prime-time. Should Fairchild ever be threatened with being closed down, the mission of our Representative would be work tooth and nail to prevent that from happening; it certainly wouldn't be to "listen to the arguments." There are no good arguments for closing down Fairchild, and suggesting there might be sends the wrong message to Pentagon leaders and the brave servicemen and women at Fairchild and their families who rely on their Member of Congress to fight on their behalf. Thankfully, we already have a Congresswoman who does that: Cathy McMorris Rodgers. She has been Fairchild's best friend in the halls of Congress, and so long as she continues to serve there, I know that Fairchild will remain safe.

6) On Tuesday night, I was flipping back and forth between the baseball game and the debate between Cathy McMorris Rodgers and Daryl Romeyn. I had to stop and focus on the debate, however, when I heard Daryl tell the Congresswoman, "You didn't attend one public function in this election cycle until tonight." Actually, I saw Daryl and Cathy together at a town hall in August. And here's the kicker: It was the Congresswoman's town hall. She's the one who hosted and organized it. Did Daryl Romeyn blatantly lie to voters or does he simply not know what he's talking about? Either answer should disqualify him from serving in Congress.

From: [redacted]@mail.house.gov
To: [redacted]@hotmail.com; [redacted]@cathyforcongress.com
Date: Wed, 20 Oct 2010 14:46:41 -0400
Subject: Re: LTEs

Super great!!!!

From: Todd Weiner [redacted]@hotmail.com>
To: Kristina Sabestinas <[redacted]@cathyforcongress.com>; McMorris Rodgers, Cathy

TW_0558

COE.MCMRODGERS.005696

Sent: Wed Oct 20 14:27:36 2010
Subject: LTEs

Kristina's, here's some LTEs I've drafted...will send some more in a little bit...

1) During Tuesday's debate, Cathy McMorris Rodgers showed why she's such an outstanding leader for Eastern Washington and one of the rising stars in national politics. At a time when politicians in both parties pander to voters, Cathy made an effective case for – in her words – "smaller, smarter government, living within our means, and unleashing the power of free people and free markets" – and she has the voting record to back it up – voting against the Wall Street bailout, the $800 billion stimulus bill, and the government takeover of health care. If the Republicans take over Congress next year, Cathy will play a pivotal role in getting our economy moving again and putting our fiscal house in order.

2) I was very disappointed in Daryl Romeyn's performance in Tuesday's debate. While he made a few decent points, overall, I saw the same negativity and mean-spiritedness that we see from most politicians – but not Cathy McMorris Rodgers. "What have you done?" Darlyn repeatedly asked Cathy. Well, Cathy has done a lot for things which directly affect Eastern Washington – protecting Fairchild, helping veterans, safeguarding our forests, etc. When it comes to the big national issues – the economy, the deficit, immigration, etc – Cathy's power is limited because the Democrats have controlled Congress for the past four years. The reason things have gone backwards on those issues is because of Daryl's party, and if we want to see real progress, we need to re-elect Cathy and voters everywhere need to elect a Republican Congress. If Daryl is sincere in his desire for change, maybe he should vote for Cathy McMorris Rodgers.

3) If Daryl Romeyn wants voters to take him seriously, his performance in Tuesday's debate didn't help. Basically, his entire message was: Cathy McMorris Rodgers is responsible for everything that's wrong with America, and it's a shame she hasn't solved every single problem during her six years in office. Basically, if a dog is drinking out of the toilet somewhere in America, it's Cathy's fault. Does Daryl Romeyn know who the President is? Does he know which party has controlled Congress the past four years? As Daryl would say, "Look at the facts." Somebody has to, because Daryl sure hasn't. Eastern Washington has a jewel in Cathy McMorris Rodgers, and we need to re-elect her.

4) What a contrast in Tuesday's debate for Congress! On one side was Darlyn Romeyn, a man with literally no political experience, promising more of the same – more taxes, more spending, and more government control over our lives – and yet strangely acting like he's the voice of change. On the other side was Cathy McMorris Rodgers – an experienced, knowledgeable leader and the voice of real change – less taxes, less spending, and fiscal accountability. I saw ignorance and anger from Daryl Romeyn; I saw poise and optimism from Cathy McMorris Rodgers. I know who I'll be voting for on November 2.

EXHIBIT 94

From: "Shaughnessy Murphy"
Date: Monday, October 22, 2012 at 8:35:03 AM Pacific Daylight Time
To: "Patrick Bell"
Cc: "Stan Shore"
Subject: **Re: DRAFT - LTE for WWUB**

No problem. Have it back to you shortly

On Mon, Oct 22, 2012 at 11:32 AM, Patrick Bell <[redacted]@patbell.com> wrote:

> Shaughnessy:
> Can you help on both fronts for another LTE? 1) Local impacts, 2) Months/Events CMR has been in W2.
> Thanks,
> -P-
>
> On Mon, Oct 22, 2012 at 11:14 AM, Stan Shore <[redacted]@politicalservices.org> wrote:
>
> > see my edits.
> > More important -- can someone find something she has done that helps Walla Walla locally? Also can they mention some times that Cathy has been there in the past six months.
> >
> > On Oct 22, 2012, at 7:43 AM, Patrick Bell <[redacted]@patbell.com> wrote:
> >
> > > Hi Gents,
> > >
> > > Here is one I drafted this weekend.
> > >
> > > Patrick
> > >
> > > **McMorris Rodgers Has Earned My Vote**
> > >
> > > I was disappointed to read that our valley's paper of record backed a well-meaning, but otherwise unexceptional Democrat, over our experienced and influential incumbent, Congresswoman Cathy McMorris Rodgers.
> > >
> > > The Union Bulletin endorsed a slate of other Republicans running both locally and statewide for office, along with our two-term U.S. Senator Maria Cantwell, a Democrat. Truly, if there was one newcomer that could bring change to Congress, it's not Rich Cowan -- it's Michael Baumgartner.
> > >
> > > Contrary to the U-B's absurd editorial, our region has many reasons to be proud of and re-elect our Congresswoman Cathy McMorris Rodgers. For starters, she has risen to be the highest ranking Republican woman in Congress. But more importantly, even on the ascent, she's not been afraid to stand by her conservative principles.
> > >
> > > Here locally, she has been actively engaged in veterans issues, rural health care, and fighting to rein in wasteful government spending. Furthermore, she is a leader on hydropower, and keeping our agriculture industry competitive (she grew up on a farm!).
> > >
> > > She's well positioned to deliver results on the priorities of our region. Contrast that with our state's junior senator, who we hardly see on this side of the Cascades, and then only when there's a photo opportunity!
> > >
> > > Congresswoman McMorris Rodgers is fighting for us every day she's on the job, and represents us well in Congress. While it might not be the U-B's best judgment, take it from this supporter, she deserves your vote this November.

Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org

--
Patrick Bell
Voice: [redacted]
@PatBell | PatBell.com

[redacted]

EXHIBIT 95

From: "Shaughnessy Murphy"
Date: Monday, October 22, 2012 at 9:38:31 AM Pacific Daylight Time
To: "Patrick Bell"
Cc: "Stan Shore" , "Ian Field"
Subject: **Re: DRAFT - LTE for WWUB**

Here is one, more to come.

McMorris Rodgers Delivers for Walla Walla

I have never written a letter to the editor before, but I felt compelled to voice my disappointment in the Union Bulletin after it did not endorse Congresswoman Cathy McMorris Rodgers.

Cathy has done a great job as our Representative in Congress. In May I saw her at the Starbucks downtown and then again in July at Pioneer Park at the Sesquicentennial Anniversary. Not only does she visit our area often, but she comes to listen to our concerns and takes action. Not too long ago our community was very concerned about Alaska Airlines cancelling its air service, but Cathy knows how important that service is to our economic growth and advocated to Alaska Airlines and helped secure the Small Community Air Service Development grant that is helping to preserve air service here in the Valley.

We are lucky to have Cathy because she is not afraid to stand by her principles and still is able to work with Democrats and Republicans to get the job done. As my Representative, I'm glad Cathy voted against the wasteful stimulus and is fighting the government takeover of healthcare. I'm also glad Cathy stands up for our veterans and is working to improve rural healthcare, expand hydropower, and pass a strong farm bill. These are the issues important to Walla Walla.

There is an old saying, "don't tell me what you believe, show me what you do, and I'll tell you what you believe." The Democrat running against Cathy may talk a good talk, but Cathy walks the walk. Walla Walla has always supported actions not rhetoric. That is why I support Representative Cathy McMorris Rodgers, because she delivers on the issues that are important to Walla Walla.

XXXX
Walla Walla

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Stan Shore
POLIS POLITICAL SERVICES
PO Box 11794
Olympia, WA 98508
360-888-4772

[redacted]@politicalservices.org

Patrick Bell
Voice: [redacted]
@PatBell | PatBell.com



EXHIBIT 96

(No Subject)

From: Todd 2001 ([redacted]@hotmail.com)
Sent: Mon 8/22/11 4:03 PM
To: Kristina Sabestinas ([redacted]@cathyforcongress.com)

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-Todd

> From: [redacted]@cathyforcongress.com
> Date: Sat, 20 Aug 2011 09:46:37 -0700
> To: [redacted]@hotmail.com
>
> Hi Todd,
>
> I understand you're dealing with a lot this morning. Jeremy and I talked yesterday about ramping up our LTE effort. He mentioned you and Riva were working on some.
>
> I'm on the road to Pullman right now and was wondering if you and Riva could crank out some LTE's for me? Im also working on several.
>
> I've got about 25 people I need to contact when I get back. Several have already offered to do letters if we give them something.
>
> Thanks.
>
> Kristina

TW_0261

COE.MCMRODGERS.005399

EXHIBIT 97

Image# 12972493936

10/10/2012 16 : 42

PAGE 1 / 196

FEC FORM 3

REPORT OF RECEIPTS AND DISBURSEMENTS

For An Authorized Committee

Office Use Only

1. NAME OF COMMITTEE (in full) — TYPE OR PRINT ▼ — Example: If typing, type over the lines. 12FE4M5

Cathy McMorris Rodgers for Congress

ADDRESS (number and street) ▼ Box 137

Check if different than previously reported. (ACC)

Spokane | WA | 99210-0137

CITY ▲ STATE ▲ ZIP CODE ▲

2. **FEC IDENTIFICATION NUMBER** ▼ C C00390476

3. IS THIS REPORT [X] NEW (N) **OR** [ ] AMENDED (A)

STATE ▼ DISTRICT: WA 05

4. **TYPE OF REPORT** (Choose One)

(a) Quarterly Reports:

- [ ] April 15 Quarterly Report (Q1)
- [ ] July 15 Quarterly Report (Q2)
- [X] October 15 Quarterly Report (Q3)
- [ ] January 31 Year-End Report (YE)
- [ ] Termination Report (TER)

(b) 12-Day **PRE**-Election Report for the:

[ ] Primary (12P) [ ] General (12G) [ ] Runoff (12R)
[ ] Convention (12C) [ ] Special (12S)

Election on (M M / D D / Y Y Y Y) in the State of

(c) 30-Day **POST**-Election Report for the:

[ ] General (30G) [ ] Runoff (30R) [ ] Special (30S)

Election on (M M / D D / Y Y Y Y) in the State of

5. Covering Period 07/19/2012 through 09/30/2012

I certify that I have examined this Report and to the best of my knowledge and belief it is true, correct and complete.

Type or Print Name of Treasurer Don Peters

Signature of Treasurer *Don Peters* *[Electronically Filed]* Date 10/10/2012

NOTE: Submission of false, erroneous, or incomplete information may subject the person signing this Report to the penalties of 2 U.S.C. §437g.

Office Use Only

FEC FORM 3 (Revised 02/2003)

FE5AN018

Image# 12972494118

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

Any information copied from such Reports and Statements may not be sold or used by any person for the purpose of soliciting contributions or for commercial purposes, other than using the name and address of any political committee to solicit contributions from such committee.

NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Mike Poulson

Mailing Address 6230 W State Hwy 260

City: Connell | State: WA | Zip Code: 99326

Purpose of Disbursement: Expense reimbursement (see details below)

Candidate Name

Category/ Type:

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☐ Primary ☒ General ☐ Other (specify)

Date of Disbursement: 09 / 21 / 2012

Amount of Each Disbursement this Period: 550.00

Transaction ID : SB17.58621

B. Full Name (Last, First, Middle Initial)
Haskins Steel

Mailing Address 3613 E Main

City: Spokane | State: WA | Zip Code: 99202

Purpose of Disbursement: Advertising - rebar for field signs

Candidate Name

Category/ Type: 005

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☐ Primary ☒ General ☐ Other (specify)

Date of Disbursement: 08 / 21 / 2012

Amount of Each Disbursement this Period: 550.00

Transaction ID : SB17.58621.0

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
Republican Depot

Mailing Address Box 222

City: Union City | State: IN | Zip Code: 47390

Purpose of Disbursement: Office - website hosting and cost of t-shirts

Candidate Name

Category/ Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 08 / 06 / 2012

Amount of Each Disbursement this Period: 258.00

Transaction ID : SB17.57661

SUBTOTAL of Disbursements This Page (optional) 808.00

TOTAL This Period (last page this line number only) .....

EXHIBIT 98

Image# 12950051668

01/10/2012 17 : 07

PAGE 1 / 83

FEC FORM 3

REPORT OF RECEIPTS AND DISBURSEMENTS

For An Authorized Committee

Office Use Only

1. NAME OF COMMITTEE (in full) — TYPE OR PRINT ▼ — Example: If typing, type over the lines. 12FE4M5

Cathy McMorris Rodgers for Congress

ADDRESS (number and street) ▼ Box 137

Check if different than previously reported. (ACC)

CITY ▲ Spokane — STATE ▲ WA — ZIP CODE ▲ 99210-0137

2. **FEC IDENTIFICATION NUMBER** ▼ C C00390476

3. IS THIS REPORT — NEW (N) ☐ **OR** AMENDED (A) ☒

STATE ▼ DISTRICT: WA 05

4. **TYPE OF REPORT** (Choose One)

(a) Quarterly Reports:

- ☒ April 15 Quarterly Report (Q1)
- ☐ July 15 Quarterly Report (Q2)
- ☐ October 15 Quarterly Report (Q3)
- ☐ January 31 Year-End Report (YE)
- ☐ Termination Report (TER)

(b) 12-Day **PRE**-Election Report for the:

☐ Primary (12P) ☐ General (12G) ☐ Runoff (12R)
☐ Convention (12C) ☐ Special (12S)

Election on M M / D D / Y Y Y Y in the State of

(c) 30-Day **POST**-Election Report for the:

☐ General (30G) ☐ Runoff (30R) ☐ Special (30S)

Election on M M / D D / Y Y Y Y in the State of

5. Covering Period 01 / 01 / 2011 through 03 / 31 / 2011

I certify that I have examined this Report and to the best of my knowledge and belief it is true, correct and complete.

Type or Print Name of Treasurer Peters Don

Signature of Treasurer *Peters Don* *[Electronically Filed]* Date 01 / 10 / 2012

NOTE: Submission of false, erroneous, or incomplete information may subject the person signing this Report to the penalties of 2 U.S.C. §437g.

Office Use Only

FE5AN018

FEC FORM 3 (Revised 02/2003)

Image# 12950051669

FEC **Form 3** (Revised 02/2003)

SUMMARY PAGE
of Receipts and Disbursements

Write or Type Committee Name
Cathy McMorris Rodgers for Congress

Report Covering the Period: From: 01/01/2011 To: 03/31/2011

	COLUMN A This Period	COLUMN B Election Cycle-to-Date
6. Net Contributions (other than loans)		
(a) Total Contributions (other than loans) (from Line 11(e))	130037.00	137401.00
(b) Total Contribution Refunds (from Line 20(d))	500.00	2900.00
(c) Net Contributions (other than loans) (subtract Line 6(b) from Line 6(a))	129537.00	134501.00
7. Net Operating Expenditures		
(a) Total Operating Expenditures (from Line 17)	106986.00	198868.00
(b) Total Offsets to Operating Expenditures (from Line 14)	440.00	656.00
(c) Net Operating Expenditures (subtract Line 7(b) from Line 7(a))	106546.00	198212.00
8. Cash on Hand at Close of Reporting Period (from Line 27)	440920.00	
9. Debts and Obligations Owed **TO** the Committee (Itemize all on Schedule C and/or Schedule D)	0.00	
10. Debts and Obligations Owed **BY** the Committee (Itemize all on Schedule C and/or Schedule D)	75525.00	

For further information contact:

Federal Election Commission
999 E Street, NW
Washington, DC 20463

Toll Free 800-424-9530
Local 202-694-1100

FE5AN018

Image# 12950051670

DETAILED SUMMARY PAGE
of Receipts

FEC **Form 3** (Revised 12/2003) PAGE 3 / 83

Write or Type Committee Name

Cathy McMorris Rodgers for Congress

Report Covering the Period: From: 01/01/2011 To: 03/31/2011

I. RECEIPTS	COLUMN A Total This Period	COLUMN B Election Cycle-to-Date
11. CONTRIBUTIONS (other than loans) FROM:		
(a) Individuals/Persons Other Than Political Committees		
(i) Itemized (use Schedule A)	62240.00	63240.00
(ii) Unitemized	14547.00	20911.00
(iii) TOTAL of contributions from individuals ▶	76787.00	84151.00
(b) Political Party Committees	0.00	0.00
(c) Other Political Committees (such as PACs)	53250.00	53250.00
(d) The Candidate	0.00	0.00
(e) TOTAL CONTRIBUTIONS (other than loans) (add Lines 11(a)(iii), (b), (c), and (d))	130037.00	137401.00
12. TRANSFERS FROM OTHER AUTHORIZED COMMITTEES	0.00	0.00
13. LOANS:		
(a) Made or Guaranteed by the Candidate	0.00	0.00
(b) All Other Loans	0.00	0.00
(c) TOTAL LOANS (add Lines 13(a) and (b))	0.00	0.00
14. OFFSETS TO OPERATING EXPENDITURES (Refunds, Rebates, etc.)	440.00	656.00
15. OTHER RECEIPTS (Dividends, Interest, etc.)	4816.00	5041.00
16. **TOTAL RECEIPTS** (add Lines 11(e), 12, 13(c), 14, and 15) (Carry Total to Line 24, page 4) ▶	135293.00	143098.00

FE5AN018

Image# 12950051671

FEC **Form 3** (Revised 02/2003)

DETAILED SUMMARY PAGE
of Disbursements

II. DISBURSEMENTS	COLUMN A Total This Period	COLUMN B Election Cycle-to-Date
17. OPERATING EXPENDITURES	106986.00	198868.00
18. TRANSFERS TO OTHER AUTHORIZED COMMITTEES	0.00	0.00
19. LOAN REPAYMENTS:		
(a) Of Loans Made or Guaranteed by the Candidate	0.00	0.00
(b) Of All Other Loans	0.00	0.00
(c) TOTAL LOAN REPAYMENTS (add Lines 19(a) and (b))	0.00	0.00
20. REFUNDS OF CONTRIBUTIONS TO:		
(a) Individuals/Persons Other Than Political Committees	0.00	2400.00
(b) Political Party Committees	0.00	0.00
(c) Other Political Committees (such as PACs)	500.00	500.00
(d) TOTAL CONTRIBUTION REFUNDS (add Lines 20(a), (b), and (c))	500.00	2900.00
21. OTHER DISBURSEMENTS	0.00	0.00
22. **TOTAL DISBURSEMENTS** (add Lines 17, 18, 19(c), 20(d), and 21) ▶	107486.00	201768.00

III. CASH SUMMARY

23. CASH ON HAND AT BEGINNING OF REPORTING PERIOD	413113.00
24 TOTAL RECEIPTS THIS PERIOD (from Line 16, page 3)	135293.00
25. SUBTOTAL (add Line 23 and Line 24)	548406.00
26. TOTAL DISBURSEMENTS THIS PERIOD (from Line 22)	107486.00
27. CASH ON HAND AT CLOSE OF REPORTING PERIOD (subtract Line 26 from Line 25)	440920.00

Image# 12950051672

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 5 OF 83

☒ 11a ☐ 11b ☐ 11c ☐ 11d ☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

Any information copied from such Reports and Statements may not be sold or used by any person for the purpose of soliciting contributions or for commercial purposes, other than using the name and address of any political committee to solicit contributions from such committee.

NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Daniel L Alsaker
Mailing Address 2342 S Barker Road
City: Greenacres | State: WA | Zip Code: 99016
FEC ID number of contributing federal political committee: C
Name of Employer: Alsaker Corp
Occupation: Executive
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 03 / 14 / 2011
Transaction ID : SA11AI.49370
Amount of Each Receipt this Period: 2500.00

B.
Full Name (Last, First, Middle Initial)
Daniel L Alsaker
Mailing Address 2342 S Barker Road
City: Greenacres | State: WA | Zip Code: 99016
FEC ID number of contributing federal political committee: C
Name of Employer: Alsaker Corp
Occupation: Executive
Receipt For: 2012 ☐ Primary ☒ General ☐ Other (specify)
Election Cycle-to-Date: 3500.00

Date of Receipt: 03 / 14 / 2011
Transaction ID : SA11AI.49371
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
Jeff Bjornstad
Mailing Address 770 5th St NW # 4418
City: Washington | State: DC | Zip Code: 20001
FEC ID number of contributing federal political committee: C
Name of Employer: Washington 2 Advocates
Occupation: Strategic consultant
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 13 / 2011
Transaction ID : SA11AI.49416
Amount of Each Receipt this Period: 1000.00

SUBTOTAL of Receipts This Page (optional)	4500.00
TOTAL This Period (last page this line number only)	

Image# 12950051673

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: PAGE 6 OF 83
(check only one)
☒ 11a ☐ 11b ☐ 11c ☐ 11d ☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Jim A Bricker
Mailing Address 3212 Lorne St SE
City: Olympia | State: WA | Zip Code: 98501
FEC ID number of contributing federal political committee: C
Name of Employer: PEMCO Fin'l Services
Occupation: Gov't affairs
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 03 / 09 / 2011
Transaction ID : SA11AI.49315
Amount of Each Receipt this Period: 500.00

B.
Full Name (Last, First, Middle Initial)
Rebecca Cates
Mailing Address Box 632
City: Cle Elum | State: WA | Zip Code: 98922
FEC ID number of contributing federal political committee: C
Name of Employer: Expeditors International
Occupation: Accountant
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11AI.49477
Amount of Each Receipt this Period: 500.00

C.
Full Name (Last, First, Middle Initial)
Jim Coulson
Mailing Address 5920 S PhalonLn
City: Spokane | State: WA | Zip Code: 99223
FEC ID number of contributing federal political committee: C
Name of Employer: The Coeur d'Alenes Co
Occupation: Pres & CEO
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 03 / 07 / 2011
Transaction ID : SA11AI.49267
Amount of Each Receipt this Period: 250.00

SUBTOTAL of Receipts This Page (optional) 1250.00

TOTAL This Period (last page this line number only) .....

Image# 12950051674

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: PAGE 7 OF 83
(check only one)
☒ 11a ☐ 11b ☐ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Rosemary Coulson
Mailing Address Box 30482
City: Spokane | State: WA | Zip Code: 99223
FEC ID number of contributing federal political committee: C
Name of Employer: Avista
Occupation: Finance analyst
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 02 / 25 / 2011
Transaction ID : SA11AI.49059
Amount of Each Receipt this Period: 250.00

B.
Full Name (Last, First, Middle Initial)
Wanda T Cowles
Mailing Address 2506 S Boxwood Ln
City: Spokane | State: WA | Zip Code: 99223
FEC ID number of contributing federal political committee: C
Name of Employer: NA
Occupation: Homemaker
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 02 / 16 / 2011
Transaction ID : SA11AI.48969
Amount of Each Receipt this Period: 2500.00

C.
Full Name (Last, First, Middle Initial)
Danny Coyne
Mailing Address 625 Delphi Rd NW
City: Olympia | State: WA | Zip Code: 98502
FEC ID number of contributing federal political committee: C
Name of Employer: Self employed
Occupation: Lobbyist
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48988
Amount of Each Receipt this Period: 250.00

SUBTOTAL of Receipts This Page (optional) 3000.00

TOTAL This Period (last page this line number only) .....

Image# 12950051675

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: PAGE 8 OF 83
(check only one)
[X] 11a [ ] 11b [ ] 11c [ ] 11d [ ] 12 [ ] 13a [ ] 13b [ ] 14 [ ] 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Frances Douglas
Mailing Address 204 N 6th
City: Almira | State: WA | Zip Code: 99103
FEC ID number of contributing federal political committee: C
Name of Employer: NA
Occupation: Retired
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 22 / 2011
Transaction ID : SA11AI.49432
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
Robert H Dunkel
Mailing Address 9014 Nomini Lane
City: Alexandria | State: VA | Zip Code: 22309
FEC ID number of contributing federal political committee: C
Name of Employer: Self employed (Dunkel Gov't Re
Occupation: Lobbyist
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 03 / 07 / 2011
Transaction ID : SA11AI.49261
Amount of Each Receipt this Period: 500.00

C.
Full Name (Last, First, Middle Initial)
Denny Eliason
Mailing Address 309 S 219th St
City: Normandy Park | State: WA | Zip Code: 98198
FEC ID number of contributing federal political committee: C
Name of Employer: Alliances NW
Occupation: Government relations
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 03 / 03 / 2011
Transaction ID : SA11AI.49407
Amount of Each Receipt this Period: 500.00

SUBTOTAL of Receipts This Page (optional) 2000.00

TOTAL This Period (last page this line number only) .....

Image# 12950051676

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 9 OF 83

☒ 11a ☐ 11b ☐ 11c ☐ 11d ☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Clifton Finch
Mailing Address 1007 South St SE
City: Tumwater | State: WA | Zip Code: 98501
FEC ID number of contributing federal political committee: C
Name of Employer: WA Food Industry
Occupation: Pres.
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48991
Amount of Each Receipt this Period: 250.00

B.
Full Name (Last, First, Middle Initial)
Kathleen H Gano
Mailing Address Box 98066
City: Lakewood | State: WA | Zip Code: 98496
FEC ID number of contributing federal political committee: C
Name of Employer: Self employed
Occupation: Lobbyist (Gano & Associates)
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48985
Amount of Each Receipt this Period: 250.00

C.
Full Name (Last, First, Middle Initial)
Joy Gardner
Mailing Address 212-A N Baker St
City: Chewelah | State: WA | Zip Code: 99109
FEC ID number of contributing federal political committee: C
Name of Employer: Gardner Logging
Occupation: Executive
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 280.00

Date of Receipt: 03 / 30 / 2011
Transaction ID : SA11AI.49472
Amount of Each Receipt this Period: 280.00

SUBTOTAL of Receipts This Page (optional) 780.00

TOTAL This Period (last page this line number only) .....

Image# 12950051677

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 10 OF 83
[X] 11a [ ] 11b [ ] 11c [ ] 11d [ ] 12 [ ] 13a [ ] 13b [ ] 14 [ ] 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Steven L Gilbertson
Mailing Address 11817 N Fairwood
City: Spokane | State: WA | Zip Code: 99218
FEC ID number of contributing federal political committee: C
Name of Employer: Walmart
Occupation: Pharmacist
Receipt For: 2012 [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 300.00
Date of Receipt: 03 / 18 / 2011
Transaction ID : SA11AI.49400
Amount of Each Receipt this Period: 200.00

B.
Full Name (Last, First, Middle Initial)
Theresa Gillespie
Mailing Address Box 53508
City: Bellevue | State: WA | Zip Code: 98015
FEC ID number of contributing federal political committee: C
Name of Employer: Western Wireless
Occupation: Vice Chairman
Receipt For: 2012 [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 2500.00
Date of Receipt: 03 / 13 / 2011
Transaction ID : SA11AI.49414
Amount of Each Receipt this Period: 2500.00

C.
Full Name (Last, First, Middle Initial)
Theresa Gillespie
Mailing Address Box 53508
City: Bellevue | State: WA | Zip Code: 98015
FEC ID number of contributing federal political committee: C
Name of Employer: Western Wireless
Occupation: Vice Chairman
Receipt For: 2012 [ ] Primary [X] General [ ] Other (specify)
Election Cycle-to-Date: 5000.00
Date of Receipt: 03 / 13 / 2011
Transaction ID : SA11AI.49415
Amount of Each Receipt this Period: 2500.00

SUBTOTAL of Receipts This Page (optional) 5200.00

TOTAL This Period (last page this line number only) .....

Image# 12950051678

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: PAGE 11 OF 83
(check only one)
☒ 11a ☐ 11b ☐ 11c ☐ 11d ☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Jeffrey Gombosky
Mailing Address 2312 Wedgewood Dr SE
City: Olympia | State: WA | Zip Code: 98501
FEC ID number of contributing federal political committee: C
Name of Employer: Self employed
Occupation: Government affairs
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00
Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48994
Amount of Each Receipt this Period: 250.00

B.
Full Name (Last, First, Middle Initial)
Henry W Grenley
Mailing Address 20505 86th Pl W
City: Edmonds | State: WA | Zip Code: 98026
FEC ID number of contributing federal political committee: C
Name of Employer: Mullavey Prout Grenley & Foe
Occupation: Attorney
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00
Date of Receipt: 01 / 03 / 2011
Transaction ID : SA11AI.48743
Amount of Each Receipt this Period: 250.00

C.
Full Name (Last, First, Middle Initial)
Scott Hazlegrove
Mailing Address 1502 Columbia St SW
City: Olympia | State: WA | Zip Code: 98501
FEC ID number of contributing federal political committee: C
Name of Employer: Self employed (Civic Group)
Occupation: Attorney
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00
Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48992
Amount of Each Receipt this Period: 500.00

SUBTOTAL of Receipts This Page (optional) 1000.00

TOTAL This Period (last page this line number only) .....

Image# 12950051679

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: PAGE 12 OF 83
(check only one)
☒ 11a ☐ 11b ☐ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Barry Hill
Mailing Address 14619 N Edencrest Dr
City: Spokane | State: WA | Zip Code: 99208
FEC ID number of contributing federal political committee: C
Name of Employer: Christian Life Church
Occupation: Pastor
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 02 / 17 / 2011
Transaction ID : SA11AI.48973
Amount of Each Receipt this Period: 500.00

B.
Full Name (Last, First, Middle Initial)
Barry Hill
Mailing Address 14619 N Edencrest Dr
City: Spokane | State: WA | Zip Code: 99208
FEC ID number of contributing federal political committee: C
Name of Employer: Christian Life Church
Occupation: Pastor
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 820.00

Date of Receipt: 03 / 22 / 2011
Transaction ID : SA11AI.49435
Amount of Each Receipt this Period: 320.00

C.
Full Name (Last, First, Middle Initial)
Randy Hurst
Mailing Address 104 S Freya # 221
City: Spokane | State: WA | Zip Code: 99202
FEC ID number of contributing federal political committee: C
Name of Employer: Challenger Pipe & Steel LLC
Occupation: Steel pipe salesman
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 03 / 11 / 2011
Transaction ID : SA11AI.49324
Amount of Each Receipt this Period: 2500.00

SUBTOTAL of Receipts This Page (optional) 3320.00

TOTAL This Period (last page this line number only) .....

Image# 12950051680

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 11a [ ] 11b [ ] 11c [ ] 11d
[ ] 12 [ ] 13a [ ] 13b [ ] 14 [ ] 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Randy Hurst
Mailing Address 104 S Freya # 221
City: Spokane | State: WA | Zip Code: 99202
FEC ID number of contributing federal political committee: C
Name of Employer: Challenger Pipe & Steel LLC
Occupation: Steel pipe salesman
Receipt For: 2012 — [ ] Primary [X] General [ ] Other (specify)
Election Cycle-to-Date: 3500.00

Date of Receipt: 03 / 11 / 2011
Transaction ID : SA11AI.49325
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
Charles D Jones
Mailing Address 20918 W Sunwest Ave
City: Medical Lake | State: WA | Zip Code: 99022
FEC ID number of contributing federal political committee: C
Name of Employer: NA
Occupation: Retired USAF
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 02 / 16 / 2011
Transaction ID : SA11AI.48968
Amount of Each Receipt this Period: 2500.00

C.
Full Name (Last, First, Middle Initial)
Neva E Keyes
Mailing Address 2805 S Park Rd
City: Spokane | State: WA | Zip Code: 99212
FEC ID number of contributing federal political committee: C
Name of Employer: NA
Occupation: Homemaker
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 02 / 18 / 2011
Transaction ID : SA11AI.48976
Amount of Each Receipt this Period: 500.00

SUBTOTAL of Receipts This Page (optional): 4000.00

TOTAL This Period (last page this line number only):

Image# 12950051681

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 11a [ ] 11b [ ] 11c [ ] 11d
[ ] 12 [ ] 13a [ ] 13b [ ] 14 [ ] 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Robert Makin
Mailing Address 1940 5th Ave W
City: Seattle | State: WA | Zip Code: 98119
FEC ID number of contributing federal political committee: C
Name of Employer: Self employed
Occupation: Consultant
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48984
Amount of Each Receipt this Period: 250.00

B.
Full Name (Last, First, Middle Initial)
Carol Ann Mason
Mailing Address 1716 Home
City: Walla Walla | State: WA | Zip Code: 99362
FEC ID number of contributing federal political committee: C
Name of Employer: PSMMC
Occupation: R.N.
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 320.00

Date of Receipt: 03 / 21 / 2011
Transaction ID : SA11AI.49424
Amount of Each Receipt this Period: 320.00

C.
Full Name (Last, First, Middle Initial)
Bruce Nelson
Mailing Address 3424 E Chisholm Lane
City: Spokane | State: WA | Zip Code: 99223
FEC ID number of contributing federal political committee: C
Name of Employer: Silver Creek Farms, Inc.
Occupation: Farmer
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 2400.00

Date of Receipt: 03 / 11 / 2011
Transaction ID : SA11AI.49326
Amount of Each Receipt this Period: 2400.00

SUBTOTAL of Receipts This Page (optional): 2970.00

TOTAL This Period (last page this line number only):

Image# 12950051682

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 15 OF 83
☒ 11a ☐ 11b ☐ 11c ☐ 11d ☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Robert M Parks
Mailing Address 2125 1st Ave # 2603
City: Seattle | State: WA | Zip Code: 98121
FEC ID number of contributing federal political committee: C
Name of Employer: TRF Pacific LLC
Occupation: Real estate management
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 02 / 22 / 2011
Transaction ID : SA11AI.48982
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
Gerald S Perry
Mailing Address 4087 Ridgeview Circle
City: McLean | State: VA | Zip Code: 22101
FEC ID number of contributing federal political committee: C
Name of Employer: Dutko Worldwide
Occupation: Consultant
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11AI.49499
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
Don Peters
Mailing Address 1436 N Summit blvd
City: Spokane | State: WA | Zip Code: 99201
FEC ID number of contributing federal political committee: C
Name of Employer: self-employed
Occupation: CPA
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 321.00

Date of Receipt: 03 / 22 / 2011
Transaction ID : SA11AI.49437
Amount of Each Receipt this Period: 320.00

SUBTOTAL of Receipts This Page (optional) 2320.00

TOTAL This Period (last page this line number only) .....

Image# 12950051683

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 16 OF 83

☒ 11a ☐ 11b ☐ 11c ☐ 11d ☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Randall E Ray
Mailing Address Box 776
City: Mercer Island | State: WA | Zip Code: 98040
FEC ID number of contributing federal political committee: C
Name of Employer: Aeguees Corp
Occupation: Executive
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48983
Amount of Each Receipt this Period: 250.00

B.
Full Name (Last, First, Middle Initial)
Patricia C Richards
Mailing Address 5705 141st Pl SE
City: Bellevue | State: WA | Zip Code: 98006
FEC ID number of contributing federal political committee: C
Name of Employer: Org'n Resource Counsellors
Occupation: Consultant
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.49006
Amount of Each Receipt this Period: 500.00

C.
Full Name (Last, First, Middle Initial)
Sarah Rindlaub
Mailing Address 8441 SE 68th St # 217
City: Mercer Island | State: WA | Zip Code: 98040
FEC ID number of contributing federal political committee: C
Name of Employer: NA
Occupation: Homemaker
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2400.00

Date of Receipt: 03 / 07 / 2011
Transaction ID : SA11AI.49263
Amount of Each Receipt this Period: 2400.00

SUBTOTAL of Receipts This Page (optional): 3150.00

TOTAL This Period (last page this line number only):

Image# 12950051684

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 17 OF 83
☒ 11a ☐ 11b ☐ 11c ☐ 11d ☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Ted Rusnak
Mailing Address 6715 E Mission
City: Spokane | State: WA | Zip Code: 99212
FEC ID number of contributing federal political committee: C
Name of Employer: King Beverage, Inc
Occupation: Businessman
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 03 / 22 / 2011
Transaction ID : SA11AI.49430
Amount of Each Receipt this Period: 2500.00

B.
Full Name (Last, First, Middle Initial)
Ted Rusnak
Mailing Address 6715 E Mission
City: Spokane | State: WA | Zip Code: 99212
FEC ID number of contributing federal political committee: C
Name of Employer: King Beverage, Inc
Occupation: Businessman
Receipt For: 2012 ☐ Primary ☒ General ☐ Other (specify)
Election Cycle-to-Date: 3500.00

Date of Receipt: 03 / 22 / 2011
Transaction ID : SA11AI.49431
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
Beatriz Schweitzer
Mailing Address 330 NW Brandon Dr
City: Pullman | State: WA | Zip Code: 99163
FEC ID number of contributing federal political committee: C
Name of Employer: NA
Occupation: Homemaker
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 03 / 02 / 2011
Transaction ID : SA11AI.49160
Amount of Each Receipt this Period: 2500.00

SUBTOTAL of Receipts This Page (optional) 6000.00

TOTAL This Period (last page this line number only) .....

Image# 12950051685

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

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[X] 11a [ ] 11b [ ] 11c [ ] 11d [ ] 12 [ ] 13a [ ] 13b [ ] 14 [ ] 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Beatriz Schweitzer
Mailing Address 330 NW Brandon Dr
City: Pullman | State: WA | Zip Code: 99163
FEC ID number of contributing federal political committee: C
Name of Employer: NA
Occupation: Homemaker
Receipt For: 2012 — [ ] Primary [X] General [ ] Other (specify)
Election Cycle-to-Date: 5000.00

Date of Receipt: 03 / 02 / 2011
Transaction ID : SA11AI.49161
Amount of Each Receipt this Period: 2500.00

B.
Full Name (Last, First, Middle Initial)
Edmund Schweitzer
Mailing Address 330 NW Brandon
City: Pullman | State: WA | Zip Code: 99163
FEC ID number of contributing federal political committee: C
Name of Employer: Schweitzer Engineering Lab
Occupation: Engineer
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 03 / 02 / 2011
Transaction ID : SA11AI.49158
Amount of Each Receipt this Period: 2500.00

C.
Full Name (Last, First, Middle Initial)
Edmund Schweitzer
Mailing Address 330 NW Brandon
City: Pullman | State: WA | Zip Code: 99163
FEC ID number of contributing federal political committee: C
Name of Employer: Schweitzer Engineering Lab
Occupation: Engineer
Receipt For: 2012 — [ ] Primary [X] General [ ] Other (specify)
Election Cycle-to-Date: 5000.00

Date of Receipt: 03 / 02 / 2011
Transaction ID : SA11AI.49159
Amount of Each Receipt this Period: 2500.00

SUBTOTAL of Receipts This Page (optional) 7500.00

TOTAL This Period (last page this line number only) .....

Image# 12950051686

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: PAGE 19 OF 83
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☒ 11a ☐ 11b ☐ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Julie Ann Shiflett
Mailing Address 726 W 6th # 202
City: Spokane | State: WA | Zip Code: 99204
FEC ID number of contributing federal political committee: C
Name of Employer: Columbia Paint
Occupation: Accountant
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2400.00

Date of Receipt: 03 / 10 / 2011
Transaction ID : SA11AI.49410
Amount of Each Receipt this Period: 2400.00

B.
Full Name (Last, First, Middle Initial)
Darrell Shute
Mailing Address 25193 N Hwy 395
City: Kettle Falls | State: WA | Zip Code: 99141
FEC ID number of contributing federal political committee: C
Name of Employer: Self employed
Occupation: Mobile home park owner/mgr
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 300.00

Date of Receipt: 03 / 08 / 2011
Transaction ID : SA11AI.49301
Amount of Each Receipt this Period: 200.00

C.
Full Name (Last, First, Middle Initial)
Laura Skaer
Mailing Address 214 W 18th
City: Spokane | State: WA | Zip Code: 99203
FEC ID number of contributing federal political committee: C
Name of Employer: Northwest Mining Association
Occupation: Exec. Director
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 02 / 17 / 2011
Transaction ID : SA11AI.48974
Amount of Each Receipt this Period: 500.00

SUBTOTAL of Receipts This Page (optional): 3100.00

TOTAL This Period (last page this line number only):

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SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 20 OF 83
☒ 11a ☐ 11b ☐ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
D W Sommerville
Mailing Address Box 20211
City: Seattle | State: WA | Zip Code: 98102
FEC ID number of contributing federal political committee: C
Name of Employer: Unemployed
Occupation: Homeless vet
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 08 / 2011
Transaction ID : SA11AI.49303
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
Mark Sonderen
Mailing Address 7212 N Five Mile Road
City: Spokane | State: WA | Zip Code: 99208
FEC ID number of contributing federal political committee: C
Name of Employer: Sonderen Packaging
Occupation: President
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.49001
Amount of Each Receipt this Period: 2500.00

C.
Full Name (Last, First, Middle Initial)
Mark Sonderen
Mailing Address 7212 N Five Mile Road
City: Spokane | State: WA | Zip Code: 99208
FEC ID number of contributing federal political committee: C
Name of Employer: Sonderen Packaging
Occupation: President
Receipt For: 2012 ☐ Primary ☒ General ☐ Other (specify)
Election Cycle-to-Date: 3500.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.49002
Amount of Each Receipt this Period: 1000.00

SUBTOTAL of Receipts This Page (optional) 4500.00

TOTAL This Period (last page this line number only) .....

Image# 12950051688

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 21 OF 83
[X] 11a [ ] 11b [ ] 11c [ ] 11d [ ] 12 [ ] 13a [ ] 13b [ ] 14 [ ] 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
John W Stanton
Mailing Address Box 53508
City: Bellevue | State: WA | Zip Code: 98015
FEC ID number of contributing federal political committee: C
Name of Employer: Western Wireless
Occupation: Chairman
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 03 / 13 / 2011
Transaction ID : SA11AI.49412
Amount of Each Receipt this Period: 2500.00

B.
Full Name (Last, First, Middle Initial)
John W Stanton
Mailing Address Box 53508
City: Bellevue | State: WA | Zip Code: 98015
FEC ID number of contributing federal political committee: C
Name of Employer: Western Wireless
Occupation: Chairman
Receipt For: 2012 — [ ] Primary [X] General [ ] Other (specify)
Election Cycle-to-Date: 5000.00

Date of Receipt: 03 / 13 / 2011
Transaction ID : SA11AI.49413
Amount of Each Receipt this Period: 2500.00

C.
Full Name (Last, First, Middle Initial)
Bill Stauffacher
Mailing Address 7009 53rd St West
City: University Place | State: WA | Zip Code: 98467
FEC ID number of contributing federal political committee: C
Name of Employer: Self employed
Occupation: Public Affairs consultant
Receipt For: 2012 — [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48987
Amount of Each Receipt this Period: 500.00

SUBTOTAL of Receipts This Page (optional): 5500.00

TOTAL This Period (last page this line number only):

FEC **Schedule A (Form 3)** (Revised 02/2009)

Image# 12950051689

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) — PAGE 22 OF 83
☒ 11a ☐ 11b ☐ 11c ☐ 11d ☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Lawrence W Stevens
Mailing Address 9715 77th St SW
City: Lakewood | State: WA | Zip Code: 98498
FEC ID number of contributing federal political committee: C
Name of Employer: Self employed
Occupation: Consulting
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.49007
Amount of Each Receipt this Period: 250.00

B.
Full Name (Last, First, Middle Initial)
Thomas C Stewart
Mailing Address 1529 S Lilac Lane
City: Liberty Lake | State: WA | Zip Code: 99019
FEC ID number of contributing federal political committee: C
Name of Employer: Frank Gurney Inc.
Occupation: Pres.
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 750.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48999
Amount of Each Receipt this Period: 500.00

C.
Full Name (Last, First, Middle Initial)
Carrie Tellefson
Mailing Address 15 Raft Island Dr NW
City: Gig Harbor | State: WA | Zip Code: 98335
FEC ID number of contributing federal political committee: C
Name of Employer: Miller Malone & Tellefson
Occupation: Attorney - government affairs
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11AI.48989
Amount of Each Receipt this Period: 250.00

SUBTOTAL of Receipts This Page (optional) 1000.00

TOTAL This Period (last page this line number only) .....

Image# 12950051690

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 23 OF 83
☒ 11a ☐ 11b ☐ 11c ☐ 11d ☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Ted Tucker
Mailing Address 1520 Kaniksu Loop
City: Walla Walla | State: WA | Zip Code: 99362
FEC ID number of contributing federal political committee: C
Name of Employer: Tucker Farms, Inc.
Occupation: Farming/retired
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 300.00

Date of Receipt: 02 / 28 / 2011
Transaction ID : SA11AI.49123
Amount of Each Receipt this Period: 150.00

B.
Full Name (Last, First, Middle Initial)
Jeffery M Walter
Mailing Address Box 7061
City: Alexandria | State: VA | Zip Code: 22307
FEC ID number of contributing federal political committee: C
Name of Employer: The Walter Group
Occupation: Consultant
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 03 / 07 / 2011
Transaction ID : SA11AI.49259
Amount of Each Receipt this Period: 500.00

C.
Full Name (Last, First, Middle Initial)
Wiley Rein LLP
Mailing Address 1776 K Street NW
City: Washington | State: DC | Zip Code: 20006
FEC ID number of contributing federal political committee: C
Name of Employer:
Occupation:
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 03 / 14 / 2011
Transaction ID : SA11AI.49362
Amount of Each Receipt this Period: 500.00
Partnership - see attribution below

SUBTOTAL of Receipts This Page (optional)	1150.00
TOTAL This Period (last page this line number only)	

Image# 12950051691

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 24 OF 83
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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
M Evan Corcoran
Mailing Address 1776 K Street NW
City: Washington | State: DC | Zip Code: 20006
FEC ID number of contributing federal political committee: C
Name of Employer: Wiley Rein LLP
Occupation: Public policy consultant
Receipt For: 2012 [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 03 / 14 / 2011
Transaction ID : SA11AI.49362.0
Amount of Each Receipt this Period: 250.00
Attribution from partnership
[MEMO ITEM]

B.
Full Name (Last, First, Middle Initial)
Jason Cronic
Mailing Address 1776 K Street NW
City: Washington | State: DC | Zip Code: 20006
FEC ID number of contributing federal political committee: C
Name of Employer: Wiley Rein LLP
Occupation: Public policy consutant
Receipt For: 2012 [X] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date: 250.00

Date of Receipt: 03 / 14 / 2011
Transaction ID : SA11AI.49362.1
Amount of Each Receipt this Period: 250.00
Attribution from partnership
[MEMO ITEM]

C.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code
FEC ID number of contributing federal political committee: C
Name of Employer
Occupation
Receipt For: [ ] Primary [ ] General [ ] Other (specify)
Election Cycle-to-Date

Date of Receipt: M M / D D / Y Y Y Y
Amount of Each Receipt this Period

SUBTOTAL of Receipts This Page (optional) 0.00

TOTAL This Period (last page this line number only) 62240.00

Image# 12950051692

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

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☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
ACCENTURE INC. POLITICAL ACTION COMMITTEE
Mailing Address 800 Connecticut Avenue NW
Suite 600
City: Washington | State: DC | Zip Code: 20006
FEC ID number of contributing federal political committee: C C00300707
Name of Employer:
Occupation:
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49503
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
ACTION COMMITTEE FOR RURAL ELECTRIFICATION (ACRE) NATIONAL RURAL ELECTRIC COOP. ASSOC.
Mailing Address 4301 Wilson Boulevard
City: Arlington | State: VA | Zip Code: 22203
FEC ID number of contributing federal political committee: C C00002972
Name of Employer:
Occupation:
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49500
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
ALASKA AIR GROUP INC. POLITICAL ACTION COMMITTEE
Mailing Address 19300 PACIFIC HIGHWAY SOUTH
City: SEATTLE | State: WA | Zip Code: 98188
FEC ID number of contributing federal political committee: C C00024349
Name of Employer:
Occupation:
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49478
Amount of Each Receipt this Period: 1000.00

SUBTOTAL of Receipts This Page (optional): 3000.00

TOTAL This Period (last page this line number only):

Image# 12950051693

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
AMERICAN ASSOCIATION OF NURSE ANESTHETISTS SEPARATE SEGREGATED FUND (CRNA-PAC)
Mailing Address 222 S PROSPECT AVENUE
C/O FINANCE DEPT
City: PARK RIDGE | State: IL | Zip Code: 60068
FEC ID number of contributing federal political committee: C C00173153
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 17 / 2011
Transaction ID : SA11C.49391
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
AMERICAN NURSES ASSOCIATION PAC
Mailing Address 8515 Georgia Avenue
Suite 400
City: Silver Spring | State: MD | Zip Code: 20910
FEC ID number of contributing federal political committee: C C00017525
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 17 / 2011
Transaction ID : SA11C.49390
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
AMERICAN OPTOMETRIC ASSOCIATION POLITICAL ACTION COMMITTEE
Mailing Address 1505 PRINCE STREET SUITE 300
City: ALEXANDRIA | State: VA | Zip Code: 22314
FEC ID number of contributing federal political committee: C C00024968
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49515
Amount of Each Receipt this Period: 2500.00

SUBTOTAL of Receipts This Page (optional): 4500.00

TOTAL This Period (last page this line number only):

Image# 12950051694

SCHEDULE A (FEC Form 3)
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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
AMERICAN PHYSICAL THERAPY ASSOCIATION PHYSICAL THERAPY POLITICAL ACTION COMMITTEE (PT-PAC)
Mailing Address 1111 North Fairfax Street
City: Alexandria | State: VA | Zip Code: 22314
FEC ID number of contributing federal political committee: C C00012880
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00
Date of Receipt: 03 / 16 / 2011
Transaction ID : SA11C.49388
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
AMERICAN PODIATRIC MEDICAL ASSOCIATION POLITICAL ACTION COMMITTEE
Mailing Address 9312 Old Georgetown Road
City: Bethesda | State: MD | Zip Code: 20814
FEC ID number of contributing federal political committee: C C00008839
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00
Date of Receipt: 03 / 07 / 2011
Transaction ID : SA11C.49271
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION PAC
Mailing Address 10801 Rockville Pike
City: Rockville | State: MD | Zip Code: 20852
FEC ID number of contributing federal political committee: C C00210666
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00
Date of Receipt: 03 / 09 / 2011
Transaction ID : SA11C.49311
Amount of Each Receipt this Period: 1000.00

SUBTOTAL of Receipts This Page (optional) 3000.00

TOTAL This Period (last page this line number only) .....

Image# 12950051695

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
ASSOCIATED BUILDERS AND CONTRACTORS POLITICAL ACTION COMMITTEE (ABC/PAC)
Mailing Address 4250 N. FAIRFAX DRIVE, 9TH FLOOR
City: ARLINGTON | State: VA | Zip Code: 22203
FEC ID number of contributing federal political committee: C C00010421
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 29 / 2011
Transaction ID : SA11C.49471
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
ASSOCIATION FOR THE ADVANCEMENT OF PSYCHOLOGY INC PSYCHOLOGISTS FOR LEG ACTION NOW (PLAN)
Mailing Address PO BOX 38129
City: COLORADO SPRINGS | State: CO | Zip Code: 80937
FEC ID number of contributing federal political committee: C C00002956
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 07 / 2011
Transaction ID : SA11C.49268
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
BOEING POLITICAL ACTION COMMITTEE
Mailing Address 1200 Wilson Blvd
City: Arlington | State: VA | Zip Code: 22209
FEC ID number of contributing federal political committee: C C00142711
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 03 / 17 / 2011
Transaction ID : SA11C.49392
Amount of Each Receipt this Period: 500.00

SUBTOTAL of Receipts This Page (optional) 2500.00

TOTAL This Period (last page this line number only) .....

Image# 12950051696

SCHEDULE A (FEC Form 3)
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Use separate schedule(s) for each category of the Detailed Summary Page

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
BOEING POLITICAL ACTION COMMITTEE
Mailing Address 1200 Wilson Blvd
City: Arlington | State: VA | Zip Code: 22209
FEC ID number of contributing federal political committee. C C00142711
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1500.00

Date of Receipt: 03 / 18 / 2011
Transaction ID : SA11C.49405
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
CENTURYLINK INC. EMPLOYEES' POLITICAL ACTION COMMITTEE
Mailing Address 150 Fayetteville Street Mall Suite 2810
City: Raleigh | State: NC | Zip Code: 27601
FEC ID number of contributing federal political committee. C C00419911
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 5000.00

Date of Receipt: 03 / 30 / 2011
Transaction ID : SA11C.49473
Amount of Each Receipt this Period: 5000.00

C.
Full Name (Last, First, Middle Initial)
COMPTEL PAC
Mailing Address 900 17th Street NW Suite 400
City: Washington | State: DC | Zip Code: 20006
FEC ID number of contributing federal political committee. C C00344770
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49506
Amount of Each Receipt this Period: 1000.00

SUBTOTAL of Receipts This Page (optional): 7000.00

TOTAL This Period (last page this line number only):

Image# 12950051697

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
CONSUMER FIREWORKS SAFETY ASSOCIATION POLITICAL ACTION COMMITTEE-FEDERAL ACCOUNT
Mailing Address 16526 SHORE DRIVE NE
City: LAKE FOREST PARK | State: WA | Zip Code: 98155
FEC ID number of contributing federal political committee: C C00297077
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 03 / 17 / 2011
Transaction ID : SA11C.49389
Amount of Each Receipt this Period: 500.00

B.
Full Name (Last, First, Middle Initial)
COVAD COMMUNICATIONS COMPANY DSL AMERICA PAC
Mailing Address 1750 K Street NW Suite 200
City: WASHINGTON | State: DC | Zip Code: 20006
FEC ID number of contributing federal political committee: C C00348276
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 03 / 16 / 2011
Transaction ID : SA11C.49382
Amount of Each Receipt this Period: 500.00

C.
Full Name (Last, First, Middle Initial)
CULAC THE PAC OF CREDIT UNION NATIONAL ASSOCIATION
Mailing Address 601 Pennsylvania Avenue, NW South Building, Suite 600
City: Washington | State: DC | Zip Code: 20004
FEC ID number of contributing federal political committee: C C00007880
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11C.48996
Amount of Each Receipt this Period: 1000.00

SUBTOTAL of Receipts This Page (optional): 2000.00

TOTAL This Period (last page this line number only)

Image# 12950051698

SCHEDULE A (FEC Form 3)
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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
EXXONMOBIL CORPORATION POLITICAL ACTION COMMITTEE (EXXONMOBIL PAC)
Mailing Address 325 Pennsylvania Ave SE Box 280
SUITE 1300
City: Washington | State: DC | Zip Code: 20003
FEC ID number of contributing federal political committee: C C00121368
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 3000.00
Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49511
Amount of Each Receipt this Period: 3000.00

B.
Full Name (Last, First, Middle Initial)
FARMERS GROUP, INC. POLITICAL ACTION COMMITTEE
Mailing Address 2350 KERNER BLVD., SUITE 250
City: SAN RAFAEL | State: CA | Zip Code: 94901
FEC ID number of contributing federal political committee: C C00135681
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00
Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49479
Amount of Each Receipt this Period: 500.00

C.
Full Name (Last, First, Middle Initial)
FOOD MARKETING INSTITUTE POLITICAL ACTION COMMITTEE FOODPAC
Mailing Address 655 Fifteenth Street NW
Suite 700
City: Washington | State: DC | Zip Code: 20005
FEC ID number of contributing federal political committee: C C00014555
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 250.00
Date of Receipt: 03 / 24 / 2011
Transaction ID : SA11C.49449
Amount of Each Receipt this Period: 250.00

SUBTOTAL of Receipts This Page (optional) 3750.00

TOTAL This Period (last page this line number only) .....

Image# 12950051699

SCHEDULE A (FEC Form 3)
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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
FROZEN FOOD POLITICAL ACTION COMMITTEE
Mailing Address 2000 CORPORATE RIDGE SUITE 1000
City: MCLEAN | State: VA | Zip Code: 22102
FEC ID number of contributing federal political committee: C C00385740
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49501
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
HALLIBURTON COMPANY PAC
Mailing Address 1150 18TH ST., NW SUITE 200
City: WASHINGTON | State: DC | Zip Code: 20036
FEC ID number of contributing federal political committee: C C00035691
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49512
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
HECLA MINING COMPANY POLITICAL ACTION FUND
Mailing Address 6500 N MINERAL DRIVE SUITE 200
City: COEUR D'ALENE | State: ID | Zip Code: 83815
FEC ID number of contributing federal political committee: C C00124016
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49510
Amount of Each Receipt this Period: 2500.00

SUBTOTAL of Receipts This Page (optional): 4500.00

TOTAL This Period (last page this line number only):

Image# 12950051700

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
INTEGRAPAC OF INTEGRA TELECOM HOLDINGS INC.
Mailing Address 1201 NE Lloyd Blvd.
Suite 500
City: Portland | State: OR | Zip Code: 97232
FEC ID number of contributing federal political committee: C C00428094
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2000.00

Date of Receipt: 03 / 16 / 2011
Transaction ID : SA11C.49384
Amount of Each Receipt this Period: 2000.00

B.
Full Name (Last, First, Middle Initial)
IPAA WILDCATTERS FUND
Mailing Address 1201 15th Street N.W. Suite 300
City: Washington | State: DC | Zip Code: 20005
FEC ID number of contributing federal political committee: C C00246306
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49508
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
KEYCORP POLITICAL ACTION COMMITTEE
Mailing Address 127 Public Square
City: Cleveland | State: OH | Zip Code: 44114
FEC ID number of contributing federal political committee: C C00073155
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00

Date of Receipt: 02 / 23 / 2011
Transaction ID : SA11C.48995
Amount of Each Receipt this Period: 500.00

SUBTOTAL of Receipts This Page (optional) 3500.00

TOTAL This Period (last page this line number only) .....

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SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
MICROSOFT CORPORATION POLITICAL ACTION COMMITTEE
Mailing Address 16011 NE 36th Way
Box 97017
City: Redmond | State: WA | Zip Code: 98073
FEC ID number of contributing federal political committee: C C00227546
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 5000.00
Date of Receipt: 03 / 07 / 2011
Transaction ID : SA11C.49270
Amount of Each Receipt this Period: 5000.00

B.
Full Name (Last, First, Middle Initial)
NATIONAL ASSOCIATION OF INSURANCE AND FINANCIAL ADVISORS POLITICAL ACTION COMMITTEE
Mailing Address 2901 Telestar Court
City: Falls Church | State: VA | Zip Code: 22042
FEC ID number of contributing federal political committee: C C00005249
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 500.00
Date of Receipt: 03 / 23 / 2011
Transaction ID : SA11C.49443
Amount of Each Receipt this Period: 500.00

C.
Full Name (Last, First, Middle Initial)
NATIONAL COMMUNITY PHARMACISTS ASSOCIATION - PAC
Mailing Address 100 Daingerfield Road
City: Alexandria | State: VA | Zip Code: 22314
FEC ID number of contributing federal political committee: C C00030809
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00
Date of Receipt: 03 / 14 / 2011
Transaction ID : SA11C.49369
Amount of Each Receipt this Period: 1000.00

SUBTOTAL of Receipts This Page (optional) 6500.00

TOTAL This Period (last page this line number only) .....

Image# 12950051702

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ITEMIZED RECEIPTS

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
NATIONAL COMMUNITY PHARMACISTS ASSOCIATION - PAC
Mailing Address 100 Daingerfield Road
City: Alexandria | State: VA | Zip Code: 22314
FEC ID number of contributing federal political committee: C C00030809
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 3500.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49505
Amount of Each Receipt this Period: 2500.00

B.
Full Name (Last, First, Middle Initial)
NextEra Energy PAC
Mailing Address Box 14000
City: Juno Beach | State: FL | Zip Code: 33408
FEC ID number of contributing federal political committee: C C00064774
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 28 / 2011
Transaction ID : SA11C.49466
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
OCCIDENTAL PETROLEUM CORPORATION POLITICAL ACTION COMMITTEE
Mailing Address 10889 WILSHIRE BOULEVARD SUITE 600
City: LOS ANGELES | State: CA | Zip Code: 90024
FEC ID number of contributing federal political committee: C C00083857
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49481
Amount of Each Receipt this Period: 1000.00

SUBTOTAL of Receipts This Page (optional) 4500.00

TOTAL This Period (last page this line number only) .....

Image# 12950051703

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: PAGE 36 OF 83
(check only one)
☐ 11a ☐ 11b ☒ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
PAETEC HOLDING CORPORATION POLITICAL ACTION COMMITTEE
Mailing Address 600 Willowbrook Office Park
City: Fairport | State: NY | Zip Code: 14450
FEC ID number of contributing federal political committee: C C00450510
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 18 / 2011
Transaction ID : SA11C.49403
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
RAYTHEON COMPANY POLITICAL ACTION COMMITTEE
Mailing Address 1100 Wilson Boulevard Suite 1500
City: Arlington | State: VA | Zip Code: 22209
FEC ID number of contributing federal political committee: C C00097568
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 16 / 2011
Transaction ID : SA11C.49387
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
TW TELECOM INC. POLITICAL ACTION COMMITTEE
Mailing Address 10475 Park Meadows Drive
City: Littleon | State: CO | Zip Code: 80124
FEC ID number of contributing federal political committee: C C00355941
Name of Employer | Occupation
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 16 / 2011
Transaction ID : SA11C.49385
Amount of Each Receipt this Period: 1000.00

SUBTOTAL of Receipts This Page (optional): 3000.00

TOTAL This Period (last page this line number only):

Image# 12950051704

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 37 OF 83

☐ 11a ☐ 11b ☒ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
TW TELECOM INC. POLITICAL ACTION COMMITTEE
Mailing Address 10475 Park Meadows Drive
City: Littleon | State: CO | Zip Code: 80124
FEC ID number of contributing federal political committee: C C00355941
Name of Employer:
Occupation:
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2000.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49509
Amount of Each Receipt this Period: 1000.00

B.
Full Name (Last, First, Middle Initial)
UNION PACIFIC CORP. FUND FOR EFFECTIVE GOVERNMENT
Mailing Address 600 13th St. NW Suite 340
City: Washington | State: DC | Zip Code: 20005
FEC ID number of contributing federal political committee: C C00010470
Name of Employer:
Occupation:
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1000.00

Date of Receipt: 03 / 21 / 2011
Transaction ID : SA11C.49427
Amount of Each Receipt this Period: 1000.00

C.
Full Name (Last, First, Middle Initial)
UNITED PARCEL SERVICE INC. POLITICAL ACTION COMMITTEE
Mailing Address 55 Glenlake Parkway N.E.
City: Atlanta | State: GA | Zip Code: 30328
FEC ID number of contributing federal political committee: C C00064766
Name of Employer:
Occupation:
Receipt For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 2500.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA11C.49502
Amount of Each Receipt this Period: 2500.00

SUBTOTAL of Receipts This Page (optional): 4500.00

TOTAL This Period (last page this line number only):

Image# 12950051705

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☐ 11a ☐ 11b ☒ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☐ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
XO COMMUNICATIONS PAC
Mailing Address 13865 Sunrise Valley Drive
City: Herndon | State: VA | Zip Code: 20171

Date of Receipt: 03 / 04 / 2011
Transaction ID : SA11C.49234

FEC ID number of contributing federal political committee: C C00342238

Amount of Each Receipt this Period: 1000.00

Name of Employer | Occupation

Receipt For: 2012
☒ Primary ☐ General
☐ Other (specify)

Election Cycle-to-Date: 1000.00

B.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code

Date of Receipt: M M / D D / Y Y Y Y

FEC ID number of contributing federal political committee: C

Amount of Each Receipt this Period

Name of Employer | Occupation

Receipt For:
☐ Primary ☐ General
☐ Other (specify)

Election Cycle-to-Date

C.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code

Date of Receipt: M M / D D / Y Y Y Y

FEC ID number of contributing federal political committee: C

Amount of Each Receipt this Period

Name of Employer | Occupation

Receipt For:
☐ Primary ☐ General
☐ Other (specify)

Election Cycle-to-Date

SUBTOTAL of Receipts This Page (optional): 1000.00

TOTAL This Period (last page this line number only): 53250.00

Image# 12950051706

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 39 OF 83

☐ 11a ☐ 11b ☐ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☒ 14 ☐ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Qwest
Mailing Address Box 12480
City: Seattle | State: WA | Zip Code: 98111

Date of Receipt: 01 / 13 / 2011
Transaction ID : SA14.48846

FEC ID number of contributing federal political committee: C

Amount of Each Receipt this Period: 427.00

Name of Employer | Occupation

Office - telephone - refund

Receipt For: 2012
☒ Primary ☐ General ☐ Other (specify)

Election Cycle-to-Date: 427.00

B.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code

Date of Receipt

FEC ID number of contributing federal political committee: C

Amount of Each Receipt this Period

Name of Employer | Occupation

Receipt For:
☐ Primary ☐ General ☐ Other (specify)

Election Cycle-to-Date

C.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code

Date of Receipt

FEC ID number of contributing federal political committee: C

Amount of Each Receipt this Period

Name of Employer | Occupation

Receipt For:
☐ Primary ☐ General ☐ Other (specify)

Election Cycle-to-Date

SUBTOTAL of Receipts This Page (optional): 427.00

TOTAL This Period (last page this line number only): 427.00

Image# 12950051707

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: PAGE 40 OF 83
(check only one)
☐ 11a ☐ 11b ☐ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☐ 14 ☒ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Bank of America/Sec. Br.
Mailing Address 804 N Monroe
City: Spokane | State: WA | Zip Code: 99201
FEC ID number of contributing federal political committee: C
Name of Employer | Occupation
Receipt For: 2012
☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 274.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA15.49497
Amount of Each Receipt this Period: 99.00
Interest on savings

B.
Full Name (Last, First, Middle Initial)
Banner Bank
Mailing Address 4407 N Division #104
City: Spokane | State: WA | Zip Code: 99207
FEC ID number of contributing federal political committee: C
Name of Employer | Occupation
Receipt For: 2012
☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1035.00

Date of Receipt: 02 / 26 / 2011
Transaction ID : SA15.49060
Amount of Each Receipt this Period: 1035.00
Interest earned on savings

C.
Full Name (Last, First, Middle Initial)
Banner Bank
Mailing Address 4407 N Division #104
City: Spokane | State: WA | Zip Code: 99207
FEC ID number of contributing federal political committee: C
Name of Employer | Occupation
Receipt For: 2012
☒ Primary ☐ General ☐ Other (specify)
Election Cycle-to-Date: 1410.00

Date of Receipt: 03 / 31 / 2011
Transaction ID : SA15.49482
Amount of Each Receipt this Period: 375.00
Interest on savings

SUBTOTAL of Receipts This Page (optional): 1509.00

TOTAL This Period (last page this line number only):

Image# 12950051708

SCHEDULE A (FEC Form 3)
ITEMIZED RECEIPTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: PAGE 41 OF 83
(check only one)
☐ 11a ☐ 11b ☐ 11c ☐ 11d
☐ 12 ☐ 13a ☐ 13b ☐ 14 ☒ 15

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Washington Trust Bank
Mailing Address Box 2127
City: Spokane | State: WA | Zip Code: 99210

Date of Receipt: 01 / 15 / 2011
Transaction ID : SA15.48913

FEC ID number of contributing federal political committee: C

Amount of Each Receipt this Period: 3307.00
Interest earned on savings

Name of Employer | Occupation

Receipt For: 2012
☒ Primary ☐ General
☐ Other (specify)

Election Cycle-to-Date: 3330.00

B.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code

Date of Receipt: M M / D D / Y Y Y Y

FEC ID number of contributing federal political committee: C

Amount of Each Receipt this Period

Name of Employer | Occupation

Receipt For:
☐ Primary ☐ General
☐ Other (specify)

Election Cycle-to-Date

C.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code

Date of Receipt: M M / D D / Y Y Y Y

FEC ID number of contributing federal political committee: C

Amount of Each Receipt this Period

Name of Employer | Occupation

Receipt For:
☐ Primary ☐ General
☐ Other (specify)

Election Cycle-to-Date

SUBTOTAL of Receipts This Page (optional)	3307.00
TOTAL This Period (last page this line number only)	4816.00

Image# 12950051709

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Bank of America Visa

Mailing Address Box 5270

City: Carol Stream | State: IL | Zip Code: 60197

Purpose of Disbursement: Credit card payment (see details below)

Candidate Name

Category/ Type:

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 10 / 2011

Amount of Each Disbursement this Period: 1235.00

Transaction ID : SB17.48847

B. Full Name (Last, First, Middle Initial)
U S Postal Service

Mailing Address 904 W Riverside

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Office - postage

Candidate Name

Category/ Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 12 / 03 / 2010

Amount of Each Disbursement this Period: 1.00

Transaction ID : SB17.48847.1

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
U S Postal Service

Mailing Address 904 W Riverside

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Office - postage

Candidate Name

Category/ Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 12 / 03 / 2010

Amount of Each Disbursement this Period: 2.00

Transaction ID : SB17.48847.2

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional): 1235.00

TOTAL This Period (last page this line number only):

Image# 12950051710

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b [ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
U S House of Reps. Gift Shop

Mailing Address B-217 Longworth Bldg

City: Washington | State: DC | Zip Code: 20515

Purpose of Disbursement: Office - gifts for supporters

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 12 / 06 / 2010

Amount of Each Disbursement this Period: 195.00

Transaction ID : SB17.48847.3

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
Verizon Wireless

Mailing Address Box 96082

City: Bellevue | State: WA | Zip Code: 98009

Purpose of Disbursement: Office - cell phone

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 12 / 06 / 2010

Amount of Each Disbursement this Period: 134.00

Transaction ID : SB17.48847.4

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
U S Postal Service

Mailing Address 904 W Riverside

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Office - postage

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 12 / 08 / 2010

Amount of Each Disbursement this Period: 39.00

Transaction ID : SB17.48847.6

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051711

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Safeway
Mailing Address 1616 W Northwest Blvd
City: Spokane | State: WA | Zip Code: 99205
Purpose of Disbursement: Office - supplies
Category/Type: 001
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
District:
Disbursement For: 2012 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 12 / 06 / 2010
Amount of Each Disbursement this Period: 2.00
Transaction ID : SB17.48847.7
[MEMO ITEM]

B.
Full Name (Last, First, Middle Initial)
Fed Ex
Mailing Address 259 S W Spokane Falls Blvd
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - shipping
Category/Type: 001
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
District:
Disbursement For: 2012 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 12 / 09 / 2010
Amount of Each Disbursement this Period: 149.00
Transaction ID : SB17.48847.8
[MEMO ITEM]

C.
Full Name (Last, First, Middle Initial)
U S Postal Service
Mailing Address 904 W Riverside
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - postage
Category/Type: 001
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
District:
Disbursement For: 2012 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 12 / 10 / 2010
Amount of Each Disbursement this Period: 176.00
Transaction ID : SB17.48847.9
[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051712

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
U S Postal Service
Mailing Address 904 W Riverside
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - postage
Category/Type: 001
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2012 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 12 / 16 / 2010
Amount of Each Disbursement this Period: 8.00
Transaction ID : SB17.48847.12
[MEMO ITEM]

B.
Full Name (Last, First, Middle Initial)
Fed Ex
Mailing Address 259 S W Spokane Falls Blvd
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - shipping
Category/Type: 001
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2012 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 12 / 19 / 2010
Amount of Each Disbursement this Period: 78.00
Transaction ID : SB17.48847.13
[MEMO ITEM]

C.
Full Name (Last, First, Middle Initial)
Eastside Republican Club
Mailing Address Box 6591
City: Bellevue | State: WA | Zip Code: 98008
Purpose of Disbursement: Events - Republican dinner
Category/Type: 007
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2012 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 12 / 20 / 2010
Amount of Each Disbursement this Period: 250.00
Transaction ID : SB17.48847.14
[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051713

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 46 OF 83
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
U S Postal Service

Mailing Address 904 W Riverside

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Office - postage

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 12 / 29 / 2010

Amount of Each Disbursement this Period: 18.00

Transaction ID : SB17.48847.16

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
Bank of America Visa

Mailing Address Box 5270

City: Carol Stream | State: IL | Zip Code: 60197

Purpose of Disbursement: Office - annual credit card fee

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 12 / 03 / 2010

Amount of Each Disbursement this Period: 75.00

Transaction ID : SB17.48847.17

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
Bank of America Visa

Mailing Address Box 5270

City: Carol Stream | State: IL | Zip Code: 60197

Purpose of Disbursement: Credit card payment

Category/Type:

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 09 / 2011

Amount of Each Disbursement this Period: 5813.00

Transaction ID : SB17.48938

SUBTOTAL of Disbursements This Page (optional) 5813.00

TOTAL This Period (last page this line number only) .....

Image# 12950051714

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Congressional Club

Mailing Address 1919 Connecticut Ave NW

City: Washington | State: DC | Zip Code: 20001

Purpose of Disbursement: Office - registration for House Repub. retreat

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 03 / 2011

Amount of Each Disbursement this Period: 1765.00

Transaction ID : SB17.48938.0

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
U S Postal Service

Mailing Address 904 W Riverside

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Office - postage

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 06 / 2011

Amount of Each Disbursement this Period: 5.00

Transaction ID : SB17.48938.1

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
Verizon Wireless

Mailing Address Box 96082

City: Bellevue | State: WA | Zip Code: 98009

Purpose of Disbursement: Office - cell phone

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 06 / 2011

Amount of Each Disbursement this Period: 132.00

Transaction ID : SB17.48938.4

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051715

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Alaske Air

Mailing Address 19300 Pacific Hwy S

City: Seattle | State: WA | Zip Code: 98188

Purpose of Disbursement: Travel - airfare

Candidate Name

Category/Type: 002

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 05 / 2011

Amount of Each Disbursement this Period: 119.00

Transaction ID : SB17.48938.5

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
AT&T Mobility

Mailing Address Box 60017

City: Los Angeles | State: CA | Zip Code: 90060

Purpose of Disbursement: Office - Blackberry charges

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 08 / 2011

Amount of Each Disbursement this Period: 4.00

Transaction ID : SB17.48938.7

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
Alaske Air

Mailing Address 19300 Pacific Hwy S

City: Seattle | State: WA | Zip Code: 98188

Purpose of Disbursement: Travel - airfare

Candidate Name

Category/Type: 002

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 10 / 2011

Amount of Each Disbursement this Period: 611.00

Transaction ID : SB17.48938.8

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051716

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

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[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Roanoke Conference

Mailing Address c/o Buri 6947 Coal Ck Pkwy SE#139

City: Newcastle | State: WA | Zip Code: 98059

Purpose of Disbursement: Events - registrations for Republ. conference

Candidate Name

Category/Type: 007

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 16 / 2011

Amount of Each Disbursement this Period: 625.00

Transaction ID : SB17.48938.11

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
Staples

Mailing Address 2624 N Division

City: Spokane | State: WA | Zip Code: 99207

Purpose of Disbursement: Office - computer software

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 17 / 2011

Amount of Each Disbursement this Period: 507.00

Transaction ID : SB17.48938.12

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
ALASKA AIR GROUP INC. POLITICAL ACTION COMMITTEE

Mailing Address 19300 PACIFIC HIGHWAY SOUTH

City: SEATTLE | State: WA | Zip Code: 98188

Purpose of Disbursement: Travel - airfare

Candidate Name

Category/Type: 002

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 18 / 2011

Amount of Each Disbursement this Period: 605.00

Transaction ID : SB17.48938.13

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051717

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

PAGE 50 OF 83

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Staples

Mailing Address 2624 N Division

City: Spokane | State: WA | Zip Code: 99207

Purpose of Disbursement: Office - supplies

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 24 / 2011

Amount of Each Disbursement this Period: 196.00

Transaction ID : SB17.48938.15

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
Staples

Mailing Address 2624 N Division

City: Spokane | State: WA | Zip Code: 99207

Purpose of Disbursement: Office - supplies

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 26 / 2011

Amount of Each Disbursement this Period: 449.00

Transaction ID : SB17.48938.16

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
Enterprise Rent A Car - Spokane

Mailing Address 3 W Third

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Travel - car rental for Repub. event

Category/Type: 002

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 31 / 2011

Amount of Each Disbursement this Period: 223.00

Transaction ID : SB17.48938.20

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051718

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Bank of America Visa

Mailing Address Box 5270

City: Carol Stream | State: IL | Zip Code: 60197

Purpose of Disbursement: Credit card payment (see details below)

Candidate Name

Category/ Type:

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 07 / 2011

Amount of Each Disbursement this Period: 10030.00

Transaction ID : SB17.49335

B. Full Name (Last, First, Middle Initial)
Alaske Air

Mailing Address 19300 Pacific Hwy S

City: Seattle | State: WA | Zip Code: 98188

Purpose of Disbursement: Travel - measl

Candidate Name

Category/ Type: 002

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 02 / 2011

Amount of Each Disbursement this Period: 7.00

Transaction ID : SB17.49335.0

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
Safeway

Mailing Address 1616 W Northwest Blvd

City: Spokane | State: WA | Zip Code: 99205

Purpose of Disbursement: Office - food for staff retreat

Candidate Name

Category/ Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 04 / 2011

Amount of Each Disbursement this Period: 45.00

Transaction ID : SB17.49335.1

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional): 10030.00

TOTAL This Period (last page this line number only):

Image# 12950051719

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Alaske Air

Mailing Address 19300 Pacific Hwy S

City: Seattle | State: WA | Zip Code: 98188

Purpose of Disbursement: Travel - meals

Category/Type: 002

Candidate Name:

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 05 / 2011

Amount of Each Disbursement this Period: 6.00

Transaction ID : SB17.49335.2

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
Takeout Taxi

Mailing Address 5655 Clumbia Pike # 200

City: Falls Church | State: VA | Zip Code: 22041

Purpose of Disbursement: Office - food for staff retreat

Category/Type: 001

Candidate Name:

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 05 / 2011

Amount of Each Disbursement this Period: 319.00

Transaction ID : SB17.49335.4

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
Verizon Wireless

Mailing Address Box 96082

City: Bellevue | State: WA | Zip Code: 98009

Purpose of Disbursement: Office - cell phone

Category/Type: 001

Candidate Name:

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 06 / 2011

Amount of Each Disbursement this Period: 229.00

Transaction ID : SB17.49335.5

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051720

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Alaske Air

Mailing Address 19300 Pacific Hwy S

City: Seattle | State: WA | Zip Code: 98188

Purpose of Disbursement: Travel - baggage fee

Category/Type: 002

Candidate Name

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 05 / 2011

Amount of Each Disbursement this Period: 20.00

Transaction ID : SB17.49335.6

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
AT&T Mobility

Mailing Address Box 60017

City: Los Angeles | State: CA | Zip Code: 90060

Purpose of Disbursement: Office - Blackberry charges

Category/Type: 001

Candidate Name

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 07 / 2011

Amount of Each Disbursement this Period: 79.00

Transaction ID : SB17.49335.7

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
Liaison Capitol Hill Hotel

Mailing Address 415 New Jersey Ave NW

City: Washington | State: DC | Zip Code: 20001

Purpose of Disbursement: Travel - hotel

Category/Type: 002

Candidate Name

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 06 / 2011

Amount of Each Disbursement this Period: 846.00

Transaction ID : SB17.49335.8

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051721

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

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FOR LINE NUMBER: (check only one)
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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Cosi #1

Mailing Address 301 Pennsylvania Ave SE

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Office - food for staff retreat

Candidate Name:

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 10 / 2011

Amount of Each Disbursement this Period: 339.00

Transaction ID : SB17.49335.9

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
Cosi #1

Mailing Address 301 Pennsylvania Ave SE

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Office - food for staff retreat

Candidate Name:

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 10 / 2011

Amount of Each Disbursement this Period: 68.00

Transaction ID : SB17.49335.10

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
Promopeddler.Com

Mailing Address 1850 Gateway Dr # 400

City: San Mateo | State: CA | Zip Code: 94404

Purpose of Disbursement: Office - gifts (gavels) for campaign county chairs

Candidate Name:

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 10 / 2011

Amount of Each Disbursement this Period: 340.00

Transaction ID : SB17.49335.11

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051722

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) — PAGE 55 OF 83

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☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Sequoia Presidential Yacht Group

Mailing Address 2600 Virginia Ave NW # 606

City: Washington | State: DC | Zip Code: 20037

Purpose of Disbursement: Fundraising - yacht rental for Fly-in

Candidate Name

Category/Type: 003

Office Sought: ☐ House ☐ Senate ☐ President — State: District:

Disbursement For: 2012 ☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 22 / 2011

Amount of Each Disbursement this Period: 7250.00

Transaction ID : SB17.49335.12

[MEMO ITEM]

B. Full Name (Last, First, Middle Initial)
U S Postal Service

Mailing Address 904 W Riverside

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Fundraising - postage

Candidate Name

Category/Type: 003

Office Sought: ☐ House ☐ Senate ☐ President — State: District:

Disbursement For: 2012 ☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 28 / 2011

Amount of Each Disbursement this Period: 440.00

Transaction ID : SB17.49335.13

[MEMO ITEM]

C. Full Name (Last, First, Middle Initial)
U S Postal Service

Mailing Address 904 W Riverside

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Office - postage

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President — State: District:

Disbursement For: 2012 ☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 01 / 2011

Amount of Each Disbursement this Period: 4.00

Transaction ID : SB17.49335.14

[MEMO ITEM]

SUBTOTAL of Disbursements This Page (optional) 0.00

TOTAL This Period (last page this line number only) .....

Image# 12950051723

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
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[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Christian Bell

Mailing Address 62 Mojonnier Place

City: Walla Walla | State: WA | Zip Code: 99362

Purpose of Disbursement: Advertising - GOTV bonus

Candidate Name

Category/Type: 004

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2010
[ ] Primary [X] General [ ] Other (specify)

Date of Disbursement: 01 / 07 / 2011

Amount of Each Disbursement this Period: 250.00

Transaction ID : SB17.48815

B. Full Name (Last, First, Middle Initial)
Patrick Bell

Mailing Address 70 I St SE # 312

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Expense reimbursement (see details below)

Candidate Name

Category/Type:

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 02 / 2011

Amount of Each Disbursement this Period: 89.00

Transaction ID : SB17.49247

C. Full Name (Last, First, Middle Initial)
Capitol Hill Club

Mailing Address 300 First St SE

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Office - meals with constituents

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 07 / 2011

Amount of Each Disbursement this Period: 155.00

Transaction ID : SB17.49329

SUBTOTAL of Disbursements This Page (optional) 494.00

TOTAL This Period (last page this line number only) .....

Image# 12950051724

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Catalyst Group LLC

Mailing Address 600 Pennsylvania Ave SE # 330

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Fundraising - PAC consultant's fee

Category/Type: 003

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 31 / 2011

Amount of Each Disbursement this Period: 3000.00

Transaction ID : SB17.48914

B. Full Name (Last, First, Middle Initial)
Catalyst Group LLC

Mailing Address 600 Pennsylvania Ave SE # 330

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Fundraising - PAC consultant's fee

Category/Type: 003

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 23 / 2011

Amount of Each Disbursement this Period: 3000.00

Transaction ID : SB17.49062

C. Full Name (Last, First, Middle Initial)
Catalyst Group LLC

Mailing Address 600 Pennsylvania Ave SE # 330

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Fundraising - catering D.C. events

Category/Type: 003

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 23 / 2011

Amount of Each Disbursement this Period: 589.00

Transaction ID : SB17.49063

SUBTOTAL of Disbursements This Page (optional) 6589.00

TOTAL This Period (last page this line number only) .....

Image# 12950051725

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Catalyst Group LLC

Mailing Address 600 Pennsylvania Ave SE # 330

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Fundraising - catering D C lunch

Candidate Name

Category/Type: 003

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 07 / 2011

Amount of Each Disbursement this Period: 646.00

Transaction ID : SB17.49330

B. Full Name (Last, First, Middle Initial)
Catalyst Group LLC

Mailing Address 600 Pennsylvania Ave SE # 330

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Fundraising - catering D C events

Candidate Name

Category/Type: 003

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 28 / 2011

Amount of Each Disbursement this Period: 766.00

Transaction ID : SB17.49485

C. Full Name (Last, First, Middle Initial)
C C Services, Inc

Mailing Address Box 2020

City: Bloomington | State: IL | Zip Code: 61702

Purpose of Disbursement: Office - liability insurance

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 25 / 2011

Amount of Each Disbursement this Period: 1227.00

Transaction ID : SB17.49453

SUBTOTAL of Disbursements This Page (optional) 2639.00

TOTAL This Period (last page this line number only) .....

Image# 12950051726

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Comcast

Mailing Address Box 173885

City: Denver | State: CO | Zip Code: 80217

Purpose of Disbursement: Office - telephone, cable, & internet

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 27 / 2011

Amount of Each Disbursement this Period: 200.00

Transaction ID : SB17.48907

B. Full Name (Last, First, Middle Initial)
Comcast

Mailing Address Box 173885

City: Denver | State: CO | Zip Code: 80217

Purpose of Disbursement: Office - telephone, cable, & internet

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 26 / 2011

Amount of Each Disbursement this Period: 200.00

Transaction ID : SB17.49064

C. Full Name (Last, First, Middle Initial)
Comcast

Mailing Address Box 173885

City: Denver | State: CO | Zip Code: 80217

Purpose of Disbursement: Office - telephone, cable, & internet

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 28 / 2011

Amount of Each Disbursement this Period: 200.00

Transaction ID : SB17.49486

SUBTOTAL of Disbursements This Page (optional): 600.00

TOTAL This Period (last page this line number only):

Image# 12950051727

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

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[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Dept of Labor & Industries

Mailing Address Box 34022

City: Seattle | State: WA | Zip Code: 98124

Purpose of Disbursement: Office - payroll taxes

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 31 / 2011

Amount of Each Disbursement this Period: 96.00

Transaction ID : SB17.49491

B. Full Name (Last, First, Middle Initial)
Jeremy Deutsch

Mailing Address 70 I Street # 830

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Office - bonus

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 18 / 2011

Amount of Each Disbursement this Period: 5000.00

Transaction ID : SB17.48898

C. Full Name (Last, First, Middle Initial)
Employment Security Dept

Mailing Address Box 34729

City: Seattle | State: WA | Zip Code: 98124

Purpose of Disbursement: Office - payroll taxes

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 31 / 2011

Amount of Each Disbursement this Period: 76.00

Transaction ID : SB17.49490

SUBTOTAL of Disbursements This Page (optional) 5172.00

TOTAL This Period (last page this line number only) .....

Image# 12950051728

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

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[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
IPayment, Inc.
Mailing Address Box 3429
City: Thousand Oaks | State: CA | Zip Code: 91359
Purpose of Disbursement: Fundraising - credit card fee
Category/Type: 003
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 01 / 03 / 2011
Amount of Each Disbursement this Period: 10.00
Transaction ID : SB17.48915

B.
Full Name (Last, First, Middle Initial)
IPayment, Inc.
Mailing Address Box 3429
City: Thousand Oaks | State: CA | Zip Code: 91359
Purpose of Disbursement: Fundraising - credit card discounts
Category/Type: 003
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 01 / 03 / 2011
Amount of Each Disbursement this Period: 82.00
Transaction ID : SB17.48916

C.
Full Name (Last, First, Middle Initial)
IPayment, Inc.
Mailing Address Box 3429
City: Thousand Oaks | State: CA | Zip Code: 91359
Purpose of Disbursement: Fundraising- credit card fee
Category/Type: 003
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 02 / 01 / 2011
Amount of Each Disbursement this Period: 10.00
Transaction ID : SB17.49239

SUBTOTAL of Disbursements This Page (optional) 102.00

TOTAL This Period (last page this line number only) .....

Image# 12950051729

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

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FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
IPayment, Inc.
Mailing Address Box 3429
City: Thousand Oaks | State: CA | Zip Code: 91359
Purpose of Disbursement: Fundraising - credit card discounts
Category/Type: 003
Candidate Name
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)
Date of Disbursement: 02 / 03 / 2011
Amount of Each Disbursement this Period: 81.00
Transaction ID : SB17.49240

B. Full Name (Last, First, Middle Initial)
IPayment, Inc.
Mailing Address Box 3429
City: Thousand Oaks | State: CA | Zip Code: 91359
Purpose of Disbursement: Fundraising - credit card fee
Category/Type: 003
Candidate Name
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)
Date of Disbursement: 03 / 01 / 2011
Amount of Each Disbursement this Period: 10.00
Transaction ID : SB17.49493

C. Full Name (Last, First, Middle Initial)
IPayment, Inc.
Mailing Address Box 3429
City: Thousand Oaks | State: CA | Zip Code: 91359
Purpose of Disbursement: Fundraising - credit card discounts
Category/Type: 003
Candidate Name
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)
Date of Disbursement: 03 / 03 / 2011
Amount of Each Disbursement this Period: 121.00
Transaction ID : SB17.49494

SUBTOTAL of Disbursements This Page (optional) 212.00

TOTAL This Period (last page this line number only) .....

Image# 12950051730

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

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[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Jefferson @ Capitol Yards

Mailing Address 70 I Street SE

City: Washington | State: DC | Zip Code: 20003

Purpose of Disbursement: Office - staff retreat room fee

Category/Type: 001

Candidate Name:

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 01 / 2011

Amount of Each Disbursement this Period: 350.00

Transaction ID : SB17.48924

B. Full Name (Last, First, Middle Initial)
Newport Miner

Mailing Address Bxo 329

City: Newport | State: WA | Zip Code: 99156

Purpose of Disbursement: Advertising - newspaper ad

Category/Type: 004

Candidate Name:

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 18 / 2011

Amount of Each Disbursement this Period: 130.00

Transaction ID : SB17.48899

C. Full Name (Last, First, Middle Initial)
Pentad System LLC

Mailing Address Box 13128

City: Spokane | State: WA | Zip Code: 99213

Purpose of Disbursement: Office - database work

Category/Type: 001

Candidate Name:

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 20 / 2011

Amount of Each Disbursement this Period: 331.00

Transaction ID : SB17.48900

SUBTOTAL of Disbursements This Page (optional) 811.00

TOTAL This Period (last page this line number only) .....

Image# 12950051731

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
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☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Pentad System LLC

Mailing Address Box 13128

City: Spokane | State: WA | Zip Code: 99213

Purpose of Disbursement: Office - database work

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 03 / 2011

Amount of Each Disbursement this Period: 331.00

Transaction ID : SB17.48927

B. Full Name (Last, First, Middle Initial)
Pentad System LLC

Mailing Address Box 13128

City: Spokane | State: WA | Zip Code: 99213

Purpose of Disbursement: Office - computer software repairs

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 23 / 2011

Amount of Each Disbursement this Period: 261.00

Transaction ID : SB17.49061

C. Full Name (Last, First, Middle Initial)
Pentad System LLC

Mailing Address Box 13128

City: Spokane | State: WA | Zip Code: 99213

Purpose of Disbursement: Office - database work

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 02 / 2011

Amount of Each Disbursement this Period: 331.00

Transaction ID : SB17.49246

SUBTOTAL of Disbursements This Page (optional) 923.00

TOTAL This Period (last page this line number only) .....

Image# 12950051732

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Pentad System LLC

Mailing Address Box 13128

City: Spokane | State: WA | Zip Code: 99213

Purpose of Disbursement: Office - database work

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 10 / 2011

Amount of Each Disbursement this Period: 50.00

Transaction ID : SB17.49334

B. Full Name (Last, First, Middle Initial)
Pentad System LLC

Mailing Address Box 13128

City: Spokane | State: WA | Zip Code: 99213

Purpose of Disbursement: Office - database work

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 24 / 2011

Amount of Each Disbursement this Period: 359.00

Transaction ID : SB17.49452

C. Full Name (Last, First, Middle Initial)
Don Peters

Mailing Address 1436 N Summit blvd

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Office - FEC compliance

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 03 / 2011

Amount of Each Disbursement this Period: 2000.00

Transaction ID : SB17.48811

SUBTOTAL of Disbursements This Page (optional) 2409.00

TOTAL This Period (last page this line number only) .....

Image# 12950051733

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
Don Peters
Mailing Address 1436 N Summit blvd
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: FEC compliance
Category/Type: 001
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
District:
Disbursement For: 2012 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 01 / 18 / 2011
Amount of Each Disbursement this Period: 10000.00
Transaction ID : SB17.48895

B.
Full Name (Last, First, Middle Initial)
Don Peters
Mailing Address 1436 N Summit blvd
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - FEC compliance
Category/Type: 001
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
District:
Disbursement For: 2012 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 02 / 01 / 2011
Amount of Each Disbursement this Period: 2000.00
Transaction ID : SB17.48923

C.
Full Name (Last, First, Middle Initial)
Don Peters
Mailing Address 1436 N Summit blvd
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - FEC compliance
Category/Type: 001
Candidate Name
Office Sought: [ ] House [ ] Senate [ ] President
District:
Disbursement For: 2012 [X] Primary [ ] General [ ] Other (specify)
Date of Disbursement: 03 / 01 / 2011
Amount of Each Disbursement this Period: 2000.00
Transaction ID : SB17.49243

SUBTOTAL of Disbursements This Page (optional) 14000.00

TOTAL This Period (last page this line number only) .....

Image# 12950051734

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

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☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (in Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Marlene Peters

Mailing Address 1436 N Summit Blvd

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Office - 4th qtr 2010 banking & bookkeeping

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 03 / 2011

Amount of Each Disbursement this Period: 229.00

Transaction ID : SB17.48812

B. Full Name (Last, First, Middle Initial)
Plese Printing

Mailing Address 4201 E Trent

City: Spokane | State: WA | Zip Code: 99202

Purpose of Disbursement: Fundraising - e-mail invitation to Fly-in

Candidate Name

Category/Type: 003

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 27 / 2011

Amount of Each Disbursement this Period: 204.00

Transaction ID : SB17.48906

C. Full Name (Last, First, Middle Initial)
Plese Printing

Mailing Address 4201 E Trent

City: Spokane | State: WA | Zip Code: 99202

Purpose of Disbursement: Fundraising - printing invitations

Candidate Name

Category/Type: 003

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 09 / 2011

Amount of Each Disbursement this Period: 962.00

Transaction ID : SB17.48936

SUBTOTAL of Disbursements This Page (optional) 1395.00

TOTAL This Period (last page this line number only) .....

Image# 12950051735

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

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[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Plese Printing

Mailing Address 4201 E Trent

City: Spokane | State: WA | Zip Code: 99202

Purpose of Disbursement: Fundraising - printing invitations for 2 events

Candidate Name

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 16 / 2011

Amount of Each Disbursement this Period: 2270.00

Transaction ID : SB17.48977

B. Full Name (Last, First, Middle Initial)
Plese Printing

Mailing Address 4201 E Trent

City: Spokane | State: WA | Zip Code: 99202

Purpose of Disbursement: Fundraising - printing Fly-in invitations

Candidate Name

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 01 / 2011

Amount of Each Disbursement this Period: 1879.00

Transaction ID : SB17.49245

C. Full Name (Last, First, Middle Initial)
Roanoke Conference

Mailing Address c/o Buri 6947 Coal Ck Pkwy SE#139

City: Newcastle | State: WA | Zip Code: 98059

Purpose of Disbursement: Events - sponsoring Republican conference

Candidate Name

Category/Type: 007

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 07 / 2011

Amount of Each Disbursement this Period: 1500.00

Transaction ID : SB17.48813

SUBTOTAL of Disbursements This Page (optional) 5649.00

TOTAL This Period (last page this line number only) .....

Image# 12950051736

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Kristina Sabestinas

Mailing Address 4045 S Perry

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - net salary

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 14 / 2011

Amount of Each Disbursement this Period: 1785.00

Transaction ID : SB17.48870

B. Full Name (Last, First, Middle Initial)
Kristina Sabestinas

Mailing Address 4045 S Perry

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - expense reimbursement (see details below)

Category/Type:

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 14 / 2011

Amount of Each Disbursement this Period: 87.00

Transaction ID : SB17.48872

C. Full Name (Last, First, Middle Initial)
Kristina Sabestinas

Mailing Address 4045 S Perry

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - net bonus

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 18 / 2011

Amount of Each Disbursement this Period: 2200.00

Transaction ID : SB17.48893

SUBTOTAL of Disbursements This Page (optional) 4072.00

TOTAL This Period (last page this line number only) .....

Image# 12950051737

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Kristina Sabestinas

Mailing Address 4045 S Perry

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - net salary

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 29 / 2011

Amount of Each Disbursement this Period: 1760.00

Transaction ID : SB17.48908

B. Full Name (Last, First, Middle Initial)
Kristina Sabestinas

Mailing Address 4045 S Perry

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - net salary

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 16 / 2011

Amount of Each Disbursement this Period: 1760.00

Transaction ID : SB17.48980

C. Full Name (Last, First, Middle Initial)
Kristina Sabestinas

Mailing Address 4045 S Perry

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - net salary

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 28 / 2011

Amount of Each Disbursement this Period: 1650.00

Transaction ID : SB17.49237

SUBTOTAL of Disbursements This Page (optional) 5170.00

TOTAL This Period (last page this line number only) .....

Image# 12950051738

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Kristina Sabestinas

Mailing Address 4045 S Perry

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - net salary

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 15 / 2011

Amount of Each Disbursement this Period: 1650.00

Transaction ID : SB17.49418

B. Full Name (Last, First, Middle Initial)
Kristina Sabestinas

Mailing Address 4045 S Perry

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - net salary

Candidate Name

Category/Type: 001

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 30 / 2011

Amount of Each Disbursement this Period: 1650.00

Transaction ID : SB17.49487

C. Full Name (Last, First, Middle Initial)
Spokane County Republican Cen. Com.

Mailing Address Box 331

City: Mead | State: WA | Zip Code: 99021

Purpose of Disbursement: Events - Lincoln Day Dinner

Candidate Name

Category/Type: 007

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 03 / 25 / 2011

Amount of Each Disbursement this Period: 280.00

Transaction ID : SB17.49454

SUBTOTAL of Disbursements This Page (optional) 3580.00

TOTAL This Period (last page this line number only) .....

Image# 12950051739

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Dawn Sugasa

Mailing Address 1029 W First # 201

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Fundraising - WA St fundraiser's fee

Candidate Name

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 13 / 2011

Amount of Each Disbursement this Period: 3000.00

Transaction ID : SB17.48869

B. Full Name (Last, First, Middle Initial)
Dawn Sugasa

Mailing Address 1029 W First # 201

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Fundraising - 2010 bonus

Candidate Name

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 01 / 18 / 2011

Amount of Each Disbursement this Period: 10000.00

Transaction ID : SB17.48896

C. Full Name (Last, First, Middle Initial)
Dawn Sugasa

Mailing Address 1029 W First # 201

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Fundraising - WA St fundraiser's fee

Candidate Name

Category/Type: 003

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 09 / 2011

Amount of Each Disbursement this Period: 3000.00

Transaction ID : SB17.48937

SUBTOTAL of Disbursements This Page (optional) 16000.00

TOTAL This Period (last page this line number only) .....

Image# 12950051740

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Dawn Sugasa

Mailing Address 1029 W First # 201

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Fundraising - WA State fundraiser's fee

Candidate Name

Category/Type: 003

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 05 / 2011

Amount of Each Disbursement this Period: 3000.00

Transaction ID : SB17.49257

B. Full Name (Last, First, Middle Initial)
Dawn Sugasa

Mailing Address 1029 W First # 201

City: Spokane | State: WA | Zip Code: 99201

Purpose of Disbursement: Fundraising - WA ST fundraiser's expenses (travel, catering

Candidate Name

Category/Type: 003

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 05 / 2011

Amount of Each Disbursement this Period: 2068.00

Transaction ID : SB17.49258

C. Full Name (Last, First, Middle Initial)
Jan Thompson

Mailing Address 3922 S Lamonte

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - rent

Candidate Name

Category/Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 01 / 03 / 2011

Amount of Each Disbursement this Period: 800.00

Transaction ID : SB17.48810

SUBTOTAL of Disbursements This Page (optional) 5868.00

TOTAL This Period (last page this line number only) .....

Image# 12950051741

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
PAGE 74 OF 83
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
Jan Thompson

Mailing Address 3922 S Lamonte

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - rent

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 01 / 2011

Amount of Each Disbursement this Period: 800.00

Transaction ID : SB17.48922

B. Full Name (Last, First, Middle Initial)
Jan Thompson

Mailing Address 3922 S Lamonte

City: Spokane | State: WA | Zip Code: 99203

Purpose of Disbursement: Office - Hq rent

Category/Type: 001

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 01 / 2011

Amount of Each Disbursement this Period: 800.00

Transaction ID : SB17.49242

C. Full Name (Last, First, Middle Initial)
Unisource Direct

Mailing Address 105 E Wisconsin Ave # 206

City: Oconomowoc | State: WI | Zip Code: 53066

Purpose of Disbursement: Fundraising - design, print, & mail 10,000 letters

Category/Type: 003

Candidate Name

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 02 / 16 / 2011

Amount of Each Disbursement this Period: 7162.00

Transaction ID : SB17.48978

SUBTOTAL of Disbursements This Page (optional) 8762.00

TOTAL This Period (last page this line number only) .....

Image# 12950051742

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
United States Treasury
Mailing Address IRS Box 660264
City: Dallas | State: TX | Zip Code: 75266
Purpose of Disbursement: Office - payroll taxes
Candidate Name
Category/Type: 001
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Date of Disbursement: 01 / 14 / 2011
Amount of Each Disbursement this Period: 395.00
Transaction ID : SB17.48871

B.
Full Name (Last, First, Middle Initial)
United States Treasury
Mailing Address IRS Box 660264
City: Dallas | State: TX | Zip Code: 75266
Purpose of Disbursement: Office - payroll taxes
Candidate Name
Category/Type: 001
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Date of Disbursement: 01 / 18 / 2011
Amount of Each Disbursement this Period: 491.00
Transaction ID : SB17.48894

C.
Full Name (Last, First, Middle Initial)
United States Treasury
Mailing Address IRS Box 660264
City: Dallas | State: TX | Zip Code: 75266
Purpose of Disbursement: Office - payroll taxes
Candidate Name
Category/Type: 001
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Date of Disbursement: 01 / 29 / 2011
Amount of Each Disbursement this Period: 393.00
Transaction ID : SB17.48909

SUBTOTAL of Disbursements This Page (optional) 1279.00

TOTAL This Period (last page this line number only) .....

Image# 12950051743

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial)
United States Treasury

Mailing Address IRS Box 660264

City: Dallas | State: TX | Zip Code: 75266

Purpose of Disbursement: Office - payroll taxes

Category/Type: 001

Candidate Name

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 16 / 2011

Amount of Each Disbursement this Period: 393.00

Transaction ID : SB17.48981

B. Full Name (Last, First, Middle Initial)
United States Treasury

Mailing Address IRS Box 660264

City: Dallas | State: TX | Zip Code: 75266

Purpose of Disbursement: Office - federal income tax on interest earned in 2010

Category/Type: 001

Candidate Name

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 26 / 2011

Amount of Each Disbursement this Period: 389.00

Transaction ID : SB17.49236

C. Full Name (Last, First, Middle Initial)
United States Treasury

Mailing Address IRS Box 660264

City: Dallas | State: TX | Zip Code: 75266

Purpose of Disbursement: Office - payroll taxes

Category/Type: 001

Candidate Name

Office Sought: [ ] House [ ] Senate [ ] President
State: District:

Disbursement For: 2012
[X] Primary [ ] General [ ] Other (specify)

Date of Disbursement: 02 / 28 / 2011

Amount of Each Disbursement this Period: 503.00

Transaction ID : SB17.49238

SUBTOTAL of Disbursements This Page (optional) 1285.00

TOTAL This Period (last page this line number only) .....

Image# 12950051744

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
United States Treasury

Mailing Address IRS Box 660264

City: Dallas | State: TX | Zip Code: 75266

Purpose of Disbursement: Office - payroll taxes

Candidate Name

Category/ Type:

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 15 / 2011

Amount of Each Disbursement this Period: 503.00

Transaction ID : SB17.49419

B.
Full Name (Last, First, Middle Initial)
United States Treasury

Mailing Address IRS Box 660264

City: Dallas | State: TX | Zip Code: 75266

Purpose of Disbursement: Office - payroll taxes

Candidate Name

Category/ Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 30 / 2011

Amount of Each Disbursement this Period: 503.00

Transaction ID : SB17.49488

C.
Full Name (Last, First, Middle Initial)
United States Treasury

Mailing Address IRS Box 660264

City: Dallas | State: TX | Zip Code: 75266

Purpose of Disbursement: Office - payroll taxes

Candidate Name

Category/ Type: 001

Office Sought: ☐ House ☐ Senate ☐ President
State: District:

Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)

Date of Disbursement: 03 / 31 / 2011

Amount of Each Disbursement this Period: 58.00

Transaction ID : SB17.49492

SUBTOTAL of Disbursements This Page (optional) 1064.00

TOTAL This Period (last page this line number only) .....

Image# 12950051745

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☒ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☐ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
U S Postal Service
Mailing Address 904 W Riverside
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - P O Box rent
Category/Type: 001
Candidate Name
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)
Date of Disbursement: 02 / 13 / 2011
Amount of Each Disbursement this Period: 96.00
Transaction ID : SB17.48939

B.
Full Name (Last, First, Middle Initial)
U S Postal Service
Mailing Address 904 W Riverside
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Fundraising - postage reply deposit
Category/Type: 003
Candidate Name
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: 2012
☒ Primary ☐ General ☐ Other (specify)
Date of Disbursement: 03 / 01 / 2011
Amount of Each Disbursement this Period: 1000.00
Transaction ID : SB17.49244

C.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code
Purpose of Disbursement
Category/Type
Candidate Name
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For:
☐ Primary ☐ General ☐ Other (specify)
Date of Disbursement: M M / D D / Y Y Y Y
Amount of Each Disbursement this Period:

SUBTOTAL of Disbursements This Page (optional) 1096.00

TOTAL This Period (last page this line number only) 106249.00

Image# 12950051746

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
☐ 17 ☐ 18 ☐ 19a ☐ 19b
☐ 20a ☐ 20b ☒ 20c ☐ 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A.
Full Name (Last, First, Middle Initial)
PREMERA BLUE CROSS POLITICAL ACTION COMMITTEE / PREMERA PAC
Mailing Address 7001 220TH STREET SW
MS 355
City: Mountlake Terrace | State: WA | Zip Code: 98043
Purpose of Disbursement: Refund of excess contribution
Candidate Name
Category/Type: 010
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: 2012 ☒ Primary ☐ General ☐ Other (specify)
Date of Disbursement: 03 / 08 / 2011
Amount of Each Disbursement this Period: 500.00
Transaction ID : SB20C.49332

B.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code
Purpose of Disbursement
Candidate Name
Category/Type
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: ☐ Primary ☐ General ☐ Other (specify)
Date of Disbursement: M M / D D / Y Y Y Y
Amount of Each Disbursement this Period

C.
Full Name (Last, First, Middle Initial)
Mailing Address
City | State | Zip Code
Purpose of Disbursement
Candidate Name
Category/Type
Office Sought: ☐ House ☐ Senate ☐ President
State: District:
Disbursement For: ☐ Primary ☐ General ☐ Other (specify)
Date of Disbursement: M M / D D / Y Y Y Y
Amount of Each Disbursement this Period

SUBTOTAL of Disbursements This Page (optional)	500.00
TOTAL This Period (last page this line number only)	500.00

Image# 12950051747

SCHEDULE D (FEC Form 3)
DEBTS AND OBLIGATIONS
Excluding Loans

(Use separate schedule(s) for each numbered line)

PAGE 80 OF 83

FOR LINE NUMBER: (check only one) ☐ 9 ☒ 10

NAME OF COMMITTEE (In Full)

Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Aristotle International, Inc

Mailing Address 205 Pennsylvania Ave SE

City: Washington | State: DC | Zip Code: 20003

Nature of Debt (Purpose):
Office - new database software

Transaction ID : SD10.46003

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
2250.00	0.00	0.00	2250.00

B. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Bank of America Visa

Mailing Address Box 5270

City: Carol Stream | State: IL | Zip Code: 60197

Nature of Debt (Purpose):
Office - Aristotle Int'l - Feb. 3-mails

Transaction ID : SD10.49516

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
0.00	755.00	0.00	755.00

C. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Bank of America Visa

Mailing Address Box 5270

City: Carol Stream | State: IL | Zip Code: 60197

Nature of Debt (Purpose):
Office - Aristotle Int'l - Votermanager sub. 6 mos

Transaction ID : SD10.49517

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
0.00	2400.00	0.00	2400.00

1) **SUBTOTALS** This Period This Page (optional) ▶	5405.00
2) **TOTALS** This Period (last page this line number only) ▶	
3) **TOTAL OUTSTANDING LOANS** from Schedule C (last page only) ▶	0.00
4) **ADD 2)** and **3)** and carry forward to appropriate line of Summary Page (last page only) ▶	0.00

FEC **Schedule D (Form 3)** (Revised 02/2003)

FE5AN018

Image# 12950051748

SCHEDULE D (FEC Form 3)
DEBTS AND OBLIGATIONS
Excluding Loans

(Use separate schedule(s) for each numbered line)

PAGE 81 OF 83

FOR LINE NUMBER: (check only one) ☐ 9 ☒ 10

NAME OF COMMITTEE (In Full)

Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Catalyst Group LLC

Mailing Address 600 Pennsylvania Ave SE # 330

City: Washington | State: DC | Zip Code: 20003

Nature of Debt (Purpose):
Fundraising - PAC fundraiser's fee through 2012

Transaction ID : SD10.49520

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
0.00	63000.00	0.00	63000.00

B. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Citi Cards Visa

Mailing Address Box 6416

City: The Lakes | State: NV | Zip Code: 88901

Nature of Debt (Purpose):
Davenport Hotel/catering 3/17 event (bal

Transaction ID : SD10.23778

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
33.00	0.00	0.00	33.00

C. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Claddagh Associates

Mailing Address Box 50521

City: Bellevue | State: WA | Zip Code: 98015

Nature of Debt (Purpose):
Website registration fee

Transaction ID : SD10.4371

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
140.00	0.00	0.00	140.00

1) **SUBTOTALS** This Period This Page (optional) ▶	63173.00
2) **TOTALS** This Period (last page this line number only) ▶	
3) **TOTAL OUTSTANDING LOANS** from Schedule C (last page only) ▶	0.00
4) **ADD 2)** and **3)** and carry forward to appropriate line of Summary Page (last page only) ▶	0.00

FEC **Schedule D (Form 3)** (Revised 02/2003)

FE5AN018

Image# 12950051749

SCHEDULE D (FEC Form 3)
DEBTS AND OBLIGATIONS
Excluding Loans

(Use separate schedule(s) for each numbered line)

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FOR LINE NUMBER: (check only one) ☐ 9 ☒ 10

NAME OF COMMITTEE (In Full)

Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Plese Printing

Mailing Address 4201 E Trent

City: Spokane | State: WA | Zip Code: 99202

Nature of Debt (Purpose):
Fundraising - print & mail postcards for 3 events

Transaction ID : SD10.49518

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
0.00	3069.00	0.00	3069.00

B. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Strategic Events

Mailing Address 4039 21st Ave W # 405

City: Seattle | State: WA | Zip Code: 98199

Nature of Debt (Purpose):
Contract with fundraising consultant

Transaction ID : SD10.5728

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
-299.00	0.00	0.00	-299.00

C. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Strategic Events

Mailing Address 4039 21st Ave W # 405

City: Seattle | State: WA | Zip Code: 98199

Nature of Debt (Purpose):
Fundraiser's expenses

Transaction ID : SD10.7277

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
299.00	0.00	0.00	299.00

1) **SUBTOTALS** This Period This Page (optional) ▶	3069.00
2) **TOTALS** This Period (last page this line number only) ▶	
3) **TOTAL OUTSTANDING LOANS** from Schedule C (last page only) ▶	0.00
4) **ADD 2)** and **3)** and carry forward to appropriate line of Summary Page (last page only) ▶	0.00

FEC **Schedule D (Form 3)** (Revised 02/2003)

FE5AN018

Image# 12950051750

SCHEDULE D (FEC Form 3)
DEBTS AND OBLIGATIONS
Excluding Loans

(Use separate schedule(s) for each numbered line)

PAGE 83 OF 83

FOR LINE NUMBER: (check only one) ☐ 9 ☒ 10

NAME OF COMMITTEE (In Full)

Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Dawn Sugasa

Mailing Address 1029 W First # 201

City: Spokane | State: WA | Zip Code: 99201

Nature of Debt (Purpose):
Fundraising - WA St fundraiser's expenses

Transaction ID : SD10.49519

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
0.00	1478.00	0.00	1478.00

B. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Jan Thompson

Mailing Address 3922 S Lamonte

City: Spokane | State: WA | Zip Code: 99203

Nature of Debt (Purpose):
Office - lease for rental of new campaign Hq

Transaction ID : SD10.45965

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
4800.00	0.00	2400.00	2400.00

C. Full Name (Last, First, Middle Initial) of Debtor or Creditor

Mailing Address

City | State | Zip Code

Nature of Debt (Purpose):

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period

1) **SUBTOTALS** This Period This Page (optional) ▶	3878.00
2) **TOTALS** This Period (last page this line number only) ▶	75525.00
3) **TOTAL OUTSTANDING LOANS** from Schedule C (last page only) ▶	0.00
4) **ADD 2)** and **3)** and carry forward to appropriate line of Summary Page (last page only) ▶	75525.00

FEC **Schedule D (Form 3)** (Revised 02/2003)

FE5AN018

EXHIBIT 99

Image# 29930044380

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

PAGE 16 / 25

Any Information copied from such Reports and Statements may not be sold or used by any person for the purpose of soliciting contributions or for commercial purposes, other than using the name and address of any political committee to solicit contributions from such committee

NAME OF COMMITTEE (In Full)
Cathy McMorris for Congress

A.
Full Name (Last, First, Middle Initial)
Jeffrey W McMorris
Mailing Address 4425 Issaquah Pine Lake Rd SE #S22
City: Sammamish State: WA Zip Code: 98075
Purpose of Disbursement: Office - net bonus
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President
Disbursement For: 2010 [X] Primary [ ] General [ ] Other (specify)
State: District:

Transaction ID: SB17.38708
Date of Disbursement: 12 / 29 / 2008
Amount of Each Disbursement this Period: 2500.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

B.
Full Name (Last, First, Middle Initial)
Connie Partoyan
Mailing Address 1628 Colonial Hills Dr
City: McLean State: VA Zip Code: 22101
Purpose of Disbursement: Office - reimb. cell phone charges (Veri
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President
Disbursement For: 2010 [X] Primary [ ] General [ ] Other (specify)
State: District:

Transaction ID: SB17.38642
Date of Disbursement: 12 / 01 / 2008
Amount of Each Disbursement this Period: 257.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

C.
Full Name (Last, First, Middle Initial)
Connie Partoyan
Mailing Address 1628 Colonial Hills Dr
City: McLean State: VA Zip Code: 22101
Purpose of Disbursement: Office - net bonus
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President
Disbursement For: 2010 [X] Primary [ ] General [ ] Other (specify)
State: District:

Transaction ID: SB17.38707
Date of Disbursement: 12 / 29 / 2008
Amount of Each Disbursement this Period: 5000.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

SUBTOTAL of Disbursements This Page (optional) ▶ 7757.00

TOTAL This Period (last page this line number only) ▶

Image# 28993099684

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one)
[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris for Congress

A.
Full Name (Last, First, Middle Initial)
Moore Information Inc
Mailing Address 178 SW Harrison St
City: Portland | State: OR | Zip Code: 97201
Purpose of Disbursement: Polling - 6/22-23 poll
Candidate Name
Category/Type: 005
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2008 [X] Primary [ ] General [ ] Other (specify)
Transaction ID: SB17.36143
Date of Disbursement: 07 / 07 / 2008
Amount of Each Disbursement this Period: 21500.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

B.
Full Name (Last, First, Middle Initial)
NextIT
Mailing Address 916 W 2nd
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - website maintenance
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2008 [X] Primary [ ] General [ ] Other (specify)
Transaction ID: SB17.36113
Date of Disbursement: 07 / 07 / 2008
Amount of Each Disbursement this Period: 50.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

C.
Full Name (Last, First, Middle Initial)
Connie Partoyan
Mailing Address 1628 Colonial Hills Dr
City: McLean | State: VA | Zip Code: 22101
Purpose of Disbursement: Office - reimb. Verizon cell phone bills
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2008 [X] Primary [ ] General [ ] Other (specify)
Transaction ID: SB17.36165
Date of Disbursement: 07 / 18 / 2008
Amount of Each Disbursement this Period: 203.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

SUBTOTAL of Disbursements This Page (optional) ▶ 21753.00

TOTAL This Period (last page this line number only) ▶

Image# 28991652715

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) — PAGE 151 / 175

[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris for Congress

A.
Full Name (Last, First, Middle Initial)
NextIT
Mailing Address 916 W 2nd
City: Spokane | State: WA | Zip Code: 99201
Purpose of Disbursement: Office - website maintenance
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President — State: District:
Disbursement For: 2008 [X] Primary [ ] General [ ] Other (specify)
Transaction ID: SB17.35728
Date of Disbursement: 05 / 02 / 2008
Amount of Each Disbursement this Period: 50.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

B.
Full Name (Last, First, Middle Initial)
Odessa Record
Mailing Address Box 458
City: Odessa | State: WA | Zip Code: 99159
Purpose of Disbursement: Advertising - flyers inserted in newspap
Candidate Name
Category/Type: 004
Office Sought: [ ] House [ ] Senate [ ] President — State: District:
Disbursement For: 2008 [X] Primary [ ] General [ ] Other (specify)
Transaction ID: SB17.35542
Date of Disbursement: 04 / 06 / 2008
Amount of Each Disbursement this Period: 70.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

C.
Full Name (Last, First, Middle Initial)
Connie Partoyan
Mailing Address 1628 Colonial Hills Dr
City: McLean | State: VA | Zip Code: 22101
Purpose of Disbursement: Office - reimb.tel. expense (Verizon)
Candidate Name
Category/Type: 001
Office Sought: [ ] House [ ] Senate [ ] President — State: District:
Disbursement For: 2008 [X] Primary [ ] General [ ] Other (specify)
Transaction ID: SB17.35553
Date of Disbursement: 04 / 11 / 2008
Amount of Each Disbursement this Period: 68.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

SUBTOTAL of Disbursements This Page (optional) ▶ 188.00

TOTAL This Period (last page this line number only) ▶

Image# 28932099735

SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS

Use separate schedule(s) for each category of the Detailed Summary Page

FOR LINE NUMBER: (check only one) PAGE 126 / 144

[X] 17 [ ] 18 [ ] 19a [ ] 19b
[ ] 20a [ ] 20b [ ] 20c [ ] 21

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NAME OF COMMITTEE (In Full)
Cathy McMorris for Congress

A.
Full Name (Last, First, Middle Initial)
NextIT
Mailing Address 916 W 2nd
City Spokane State WA Zip Code 99201
Purpose of Disbursement
Office - website maintenance
Candidate Name
001 Category/ Type
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2008 [X] Primary [ ] General [ ] Other (specify)

Transaction ID: SB17.34887
Date of Disbursement 03 / 31 / 2008
Amount of Each Disbursement this Period 50.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

B.
Full Name (Last, First, Middle Initial)
Connie Partoyan
Mailing Address 1628 Colonial Hills Dr
City McLean State VA Zip Code 22101
Purpose of Disbursement
Office - reimb. Verizon tel. charges
Candidate Name
001 Category/ Type
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2008 [X] Primary [ ] General [ ] Other (specify)

Transaction ID: SB17.34748
Date of Disbursement 01 / 30 / 2008
Amount of Each Disbursement this Period 137.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

C.
Full Name (Last, First, Middle Initial)
Pentad System LLC
Mailing Address Box 13128
City Spokane State WA Zip Code 99213
Purpose of Disbursement
Office - database work
Candidate Name
001 Category/ Type
Office Sought: [ ] House [ ] Senate [ ] President
State: District:
Disbursement For: 2008 [X] Primary [ ] General [ ] Other (specify)

Transaction ID: SB17.34713
Date of Disbursement 01 / 12 / 2008
Amount of Each Disbursement this Period 245.00
[ ] Refund or Disposal of Excess Contributions Required Under 11 C.F.R. 400.53

SUBTOTAL of Disbursements This Page (optional) ▶ 432.00

TOTAL This Period (last page this line number only) ▶

EXHIBIT 100

CONFIDENTIAL

Gmail Shaughnessy Murphy <[redacted]@gmail.com>

FW: CMR/Debate Prep

1 message

Todd Winer <[redacted]@hotmail.com> Tue, Sep 18, 2012 at 12:23 PM
To: [redacted]@aol.com, [redacted]@mail.house.gov, Shaughnessy Murphy <[redacted]@gmail.com>

Gang - Per Brett's email below...unless anyone has any concerns, I will tell Brett we will focus on debate during Friday's session, and then plan to have him call in on Monday from 10-11:45.

From: [redacted]@odacommunications.com
Subject: Re: CMR/Debate Prep
Date: Tue, 18 Sep 2012 10:51:17 -0400
To: [redacted]@hotmail.com

Hi Todd,

Are we still on for Friday? I can't be there in person on Monday, but could be on the phone from 10-11:45 am. But I'd like to do a debate 101 session on Friday if that will work or did you have something else in mind for friday?
On Sep 18, 2012, at 9:12 AM, Todd Winer wrote:

> Hi Brett. Hope things are well. Just wanted to let you know we've blocked off Monday, Sep 24 from 10am-1 pm for CMR's debate prep. Would you be able to join us for that? Thanks. -Todd

JDOCE-0272

EXHIBIT 101

Murphy, Shaughnessy

From: Fendrich, Louise
Sent: Tuesday, October 09, 2012 11:08 AM
To: Murphy, Shaughnessy
Subject: RE:
Attachments: Oct8Schedule.doc

Louise Fendrich
Director, Constituent Relations
Congresswoman Cathy McMorris Rodgers (WA05)
10 North Post, Suite 625, Spokane, WA 99201
P: 509-353-2374
www.mcmorrisrodgers.house.gov

-----Original Message-----
From: Murphy, Shaughnessy
Sent: Monday, October 08, 2012 2:19 PM
To: Fendrich, Louise
Subject:

Hey Louise,

Can you send me a copy of the schedule for the week as soon as you can.

Thanks,

Shaughnessy Murphy
Office of Rep. Cathy McMorris Rodgers

sent from blackberry

EXHIBIT 102

BF.CMR.HEC.Production.031816.Q1.001299

From: "Todd Weiner"
Date: Tuesday, August 3, 2010 at 2:52:01 PM Eastern Daylight Time
To: [redacted]@hotmail.com, [redacted]@aol.com, [redacted]@gmail.com
Cc:
Subject: FW: clarification from ethics on press stuff

Hi Kristina,

Per your email (and my discussion with Jeremy), we will continue to have myself as the direct contact for campaign-related press calls (while keeping in mind the restrictions imposed by the Ethics Committee, which are explained below).
With that in mind, please note that my personal email address is [redacted]@hotmail.com and my cell phone is [redacted] If you have any questions, don't hesitate to ask.

Thanks,
Todd

From: [redacted]@hotmail.com
To: [redacted]@aol.com; [redacted]@hotmail.com; [redacted]@comcast.net; [redacted]@gmail.com
Subject: clarification from ethics on press stuff
Date: Tue, 8 Jun 2010 11:04:56 -0400

I spoke to Peg at the Ethics Committee and this is what she said...

*Official staff can't take reporter calls if the focus of the call is the campaign; those calls must be referred to the campaign office.

*However, if the reporter calls about a legislative/official issue, and during the course of the call, he asks a campaign-related question, like "How are things looking with the campaign" that should be fine to answer.

*However, official staff are allowed to speak to the press outside of work hours and without using official resources (i.e., they should use their own cell phones in the evenings).

Bottom line is: I think we can still do a lot of things we want to do, but we need to follow some of these cumbersome rules to make sure we're straight with the law (because obviously our opponents may try to trip us up; I know I would if I were them).

Let me know if you have any further questions.

Thanks,
Todd

From: Kristina Lotze [mailto:[redacted]@hotmail.com]
Sent: Tuesday, August 03, 2010 2:18 PM
To: Weiner, Todd
Subject: RE: Jim Camden/Spokesman

I didn't ask, but I'm assuming the pregancy announcement. I'll make sure to get specifics next time. So for official business it's you - for campaign to whom do I direct him to? Sorry for the back and forth, but when I worked for CMR before the press secretary handled both campaign/official questions.

Thanks!

Subject: RE: Jim Camden/Spokesman
Date: Tue, 3 Aug 2010 14:00:32 -0400
From: [redacted]@mail.house.gov
To: [redacted]@hotmail.com; [redacted]@hotmail.com

Hi Kristina: Yes, for official business, I would direct all calls to me. [redacted] ll give Jim a call back. Do you recall what he wanted to talk about? Thanks.

[redacted]

EXHIBIT 103

CONFIDENTIAL

From: Mildred Webber <[redacted]@gmail.com>
To: jeremy deutsch <[redacted]@aol.com>
Subject: Re: CMRChair packet
Date: Fri, Nov 2, 2012 5:40 pm

Should I have Kelly look for legality and Mra?

Sent from my iPhone

On Nov 2, 2012, at 5:35 PM, jeremy deutsch <[redacted]@aol.com> wrote:

> Attached, please find a draft copy of the packet.
>
> Begin forwarded message:
>
> **From:** Stan Shore <[redacted]@politicalservices.org>
> **Date:** November 2, 2012 5:18:23 PM EDT
> **To:** Jeremy Deutsch <[redacted]@aol.com>
> **Subject: Fwd: CMRChair packet**
>
> Begin forwarded message:
>
> **From:** Denise Knudson <[redacted]@politicalservices.org>
> **Subject: Re: CMR Vice Chair**
> **Date:** November 2, 2012 2:15:19 PM PDT
> **To:** Stan Shore <[redacted]@politicalservices.org>
>
> <chairCMR2012_G.pdf>
>
> Stan Shore
> POLIS POLITICAL SERVICES
> PO Box 11794
> Olympia, WA 98508
> 360-888-4772
>
> [redacted]@politicalservices.org

CMROCE-0432

EXHIBIT 104

CONFIDENTIAL

Deutsch, Jeremy

From: Mildred Webber [redacted]@gmail.com]
Sent: Friday, November 02, 2012 5:37 PM
To: Deutsch, Jeremy
Subject: Fwd: Can you use your mra to FedEx leadership race material to members of congress?

Sent from my iPhone

Begin forwarded message:

From: Kelle Strickland <[redacted]@gmail.com>
Date: November 2, 2012, 5:08:23 PM EDT
To: Mildred Webber <[redacted]@gmail.com>
Subject: Re: Can you use your mra to FedEx leadership race material to members of congress?

Yes. Official resources are permitted for leadership race purposes.

On 11/2/12, Mildred Webber <[redacted]@gmail.com> wrote:

Sent from my iPad

--
Sent from my mobile device

JDOCE-0388

EXHIBIT 105

CONFIDENTIAL

Deutsch, Jeremy

From: Mildred Webber [redacted]@gmail.com]
Sent: Friday, November 02, 2012 5:39 PM
To: Deutsch, Jeremy
Subject: Fwd: Can you use your mra to FedEx leadership race material to members of congress?

Follow up

Sent from my iPhone

Begin forwarded message:

> **From:** Kelle Strickland <[redacted]@gmail.com>
> **Date:** November 2, 2012, 5:29:51 PM EDT
> **To:** Mildred Webber <[redacted]@gmail.com>
> **Subject: Re: Can you use your mra to FedEx leadership race material to members of congress?**
>
> The only thing you have to be careful about is if the information you are sending is focused on fundraising accomplishments or goals. If the information is focused on legislative accomplishments, etc then there is no problem. I actually talked to George at Hse Admin and he had a note to touch base with you (so I told him I would take care of that for him). Let me know if you have any other questions. Thanks.
>
> On 11/2/12, Mildred Webber <[redacted]@gmail.com> wrote:
>
> > Sent from my iPad
> >
> > --
> > Sent from my mobile device

JDOCE-0389

EXHIBIT 106

CONFIDENTIAL

Deutsch, Jeremy

From: Mildred Webber [redacted]@gmail.com]
Sent: Saturday, November 03, 2012 12:40 PM
To: Deutsch, Jeremy
Subject: Fwd: CMRChair packet

What do you think?

Sent from my iPhone

Begin forwarded message:

> From: Kellie Strickland <[redacted]@gmail.com>
> Date: November 3, 2012, 12:34:45 PM EDT
> To: Mildred Webber <[redacted]@gmail.com>
> Subject: Re: FW: CMRChair packet
>
> I can't make a call on the package (bc my opinion is not the one we need - and bc t is hard for me to get an accurate perspective of the official to campaign ratio of the package by reading it on my bb. I am happy to go into the office this afternoon and look at it on my computer - but would want to consult George at Hse Admin. My advice would be - bc they want to keep it confidential and I can't share it - that Jeremy call George at House Admin and find out if in his opinion it crosses the line.
>
> Let me know if I can be more helpful though.
>
> On 11/3/12, Mildred Webber <[redacted]@gmail.com> wrote:
>
> Did you get this Kellie? Can u lookover to see if it is allowable under the mra? confidential thanks
>
> From: Joe Rachinsky <[redacted]@catalystgroupllc.com>
> Date: Friday, November 2, 2012 6:06 PM
> To: "JEFFREY M. MacKINNON" <[redacted]@mmvblip.com>, Mildred HOLMES <[redacted]@gmail.com>, Patrick Bell <[redacted]@patbell.com>, 'jeremy deutsch' <[redacted]@aol.com>
> Subject: FW: CMRChair packet
>
> Hey Jeff Jeremy accidentally left you off the first email a little while

JDOCE-0390

CONFIDENTIAL

ago.

From: jeremy deutsch [redacted]@aol.com]
Sent: Friday, November 02, 2012 5:35 PM
To: Patrick Bell; Mildred Webber; Joe Rachinsky
Subject: Fwd: CMRChair packet

Attached, please find a draft copy of the packet.

Begin forwarded message:

From: Stan Shore <[redacted]@politicalservices.org>

Date: November 2, 2012 5:18:23 PM EDT

To: Jeremy Deutsch <[redacted]@aol.com>

Subject: Fwd: CMRChair packet

Begin forwarded message:

From: Denise Knudson <[redacted]@politicalservices.org>

Subject: Re: CMR Vice Chair

Date: November 2, 2012 2:15:19 PM PDT

JDOCE-0391

CONFIDENTIAL

To: Stan Shoie <[redacted]@politicalservices.org>

Sent from my mobile device

JDOCE-0392

EXHIBIT 107

From: Dawn Sugasa <[redacted]@gmail.com>
To: Shaughnessy Murphy <[redacted]@gmail.com>; jdgop <[redacted]@aol.com>
Subject: Re: Packets
Date: Mon, Nov 5, 2012 2:54 pm

Okay. My cleaners are just finishing up and then I will pick you up to go buy everything. Does that work? Can you grab the campaign card from Jeremy?

From: Shaughnessy Murphy <[redacted]@gmail.com>
Date: Monday, November 5, 2012 11:52 AM
To: "[redacted]@aol.com" <[redacted]@aol.com>
Cc: Dawn Sugasa <[redacted]@gmail.com>
Subject: Re: Packets

Jeremy just finished with admin, it has to be all campaign funds.

On Nov 5, 2012, at 11:41 AM, "[redacted]@aol.com" <[redacted]@aol.com> wrote:

> no calling now.
> -----Original Message-----
> From: Dawn Sugasa <[redacted]@gmail.com>
> To: Jeremy Deutsch <[redacted]@aol.com>; Shaughnessy Murphy <[redacted]@gmail.com>
> Sent: Mon, Nov 5, 2012 2:35 pm
> Subject: Packets
>
> Packets are ready to be picked up. Do we know how we're paying for them yet?

EXHIBIT 108

Image# 12963865858

SCHEDULE D (FEC Form 3)
DEBTS AND OBLIGATIONS
Excluding Loans

(Use separate schedule(s) for each numbered line)

PAGE 112 OF 116

FOR LINE NUMBER: (check only one) ☐ 9 ☒ 10

NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

A. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Bank of America Visa

Mailing Address Box 5270

City Carol Stream | State IL | Zip Code 60197

Nature of Debt (Purpose):
Travel - hotel (Hyatt at S F Airport)

Transaction ID : SD10.60057

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
0.00	552.00	0.00	552.00

B. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Bank of America Visa

Mailing Address Box 5270

City Carol Stream | State IL | Zip Code 60197

Nature of Debt (Purpose):
Events - Victory parties (Davenport Hotel)

Transaction ID : SD10.60051

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
0.00	10799.00	0.00	10799.00

C. Full Name (Last, First, Middle Initial) of Debtor or Creditor
Bank of America Visa

Mailing Address Box 5270

City Carol Stream | State IL | Zip Code 60197

Nature of Debt (Purpose):
Office - shipping (Fed Ex)

Transaction ID : SD10.60053

Outstanding Balance Beginning This Period	Amount Incurred This Period	Payment This Period	Outstanding Balance at Close of This Period
0.00	2497.00	0.00	2497.00

1) SUBTOTALS This Period This Page (optional) ▶	13848.00
2) TOTALS This Period (last page this line number only) ▶	
3) TOTAL OUTSTANDING LOANS from Schedule C (last page only) ▶	
4) ADD 2) and 3) and carry forward to appropriate line of Summary Page (last page only) ▶	

FEC Schedule D (Form 3) (Revised 02/2003)

FE3AN018

CMRHEC-000510

COE.MCMRODGERS.000517

EXHIBIT 109

Mortimore Productions, Inc.
9315 N. Nevada
Suite 208
Spokane, WA 99218

Invoice

Date	Invoice #
11/2/2012	20577

PAID 11/15/2012

Bill To
Cathy McMorris Rodgers for Congress PO Box 137 Spokane, WA 99210-0137

P.O. No.	Terms
	Upon Receipt

Description	Qty	Rate	Amount
Audio Studio Services		150.00	150.00
Talent - Voice		300.00	300.00T
On Line Editing	16	255.00	4,080.00
Video Archive Fee		100.00	100.00T
Web Compression		200.00	200.00T
CMR - Vice Chair 2012 Video			

Subtotal	$4,830.00
Sales Tax (8.7%)	$52.20
Total	$4,882.20
Payments/Credits	$-4,882.20
Balance Due	$0.00

Please note address change above.
Thank you!

CMRHEC-000639

EXHIBIT 110

From: jeremy deutsch [redacted]@aol.com>
To: Patrick Bell <[redacted]@patbell.com>
Cc: Dawn Sugasa [redacted]@gmail.com>; shaughnessy.p.murphy [redacted]@gmail.com>
Subject: Re: Labels: D.C. Packet Hand Delivery
Date: Tue, Nov 6, 2012 5:31 pm

I think we are good. Will be an early morning. I will check with CMR to see what time she wants to click send.
On Nov 6, 2012, at 5:23 PM, Patrick Bell wrote:

> All -
>
> Kinko's actually ran 175 copies, so we are fine.
>
> All 130 envelopes addressed, stuffed, sorted by office building & floor, and ready for delivery tomorrow a.m.!
>
> Let me know if there's anything you all need from me on this end. Was planning to setup shop at the "home office" around 6:00PM ET.
>
> -P-
>
> On Tue, Nov 6, 2012 at 2:22 PM, Patrick Bell <[redacted]@patbell.com> wrote:
> Jeremy:
>
> Here is the culled list for printing hand-delivery labels.
>
> **There are 130; we need to cull 5 more.**
>
> Suggestions?
>
> -P-
>
> P.S. I already culled out 5s, Whips, Leadership, Sessions, Walden, Carter, Noem, etc.
>
> On Tue, Nov 6, 2012 at 10:46 AM, Patrick Bell [redacted]@patbell.com> wrote:
> Team:
> Attached is the *pre-list* for the labels.
>
> Just want to double check before removing any data...
>
> Per our huddle yesterday by phone, we want to nix:
>
> - 5s
> - Whips
> - Leadership
>
> Is there anyone else in this sheet who should NOT get a packet? If so, who?
>
> Packets should be ready by 3:00PM at Kinkos.
>
> I'd like to have the plain manilla envelopes labeled, stamped "Member Attention" and ready to stuff by then.
>
> Thanks,

CMRHEC-000543

EXHIBIT 111

From: Jeremy Deutsch [redacted]@aol.com>
To: Patrick Bell [redacted]@patbell.com>
Cc: Dawn Sugasa [redacted]@gmail.com>; Shaughnessy Murphy [redacted]@gmail.com>
Subject: Re: Email Lists
Date: Wed, Nov 7, 2012 3:47 am
Attachments: 11-6-12_Incumbent_Emails_Non-Frosh_jdd.csv (18K), 11-6-12_Candidate_Emails_jdd.csv (4K), 11-6-12_Freshmen_Emailsjdd.csv (10K)

PB:
Please double check all these lists. I put a double xx next to Members I dont want you to email to as well. We must make certain no incumbent or candidate recieves this email. I believe we got everything but am afraid I may have missed a few. Sound good?
Thanks
Jeremy

On Nov 7, 2012, at 3:03 AM, Dawn Sugasa wrote:

Sent from my iPhone

Begin forwarded message:

From: Patrick Bell [redacted]@patbell.com>
Date: November 6, 2012, 2:51:24 PM PST
To: Jeremy Deutsch [redacted]@aol.com>
Cc: Amy Harris [redacted]@gmail.com>, Dawn Sugasa [redacted]@gmail.com>, [redacted]@gmail.com
Subject: Email Lists

Team:
Attached are the three groups we need to email tomorrow:

1) Incumbents, Non-Freshmen (Packet attached)
2) Freshmen (Packet attached, P.S. with video)
3) Candidates (Packet attached, P.S. with video)

If someone wants to double-check the data, open the sheet and look for the column "BEST EMAIL TO USE FOR PACKET."

NOTES/QUESTIONS:

1) We are missing 20 or so personal/political email addresses for incumbents; we can substitute their Chief's non-federal email (?)
2) We will have to send these BCC in batches of 20-50, CMR's [redacted]@yahoo.com account is finicky about big lists.
3) Do we want Price and Ss to get the email? We can cull them out if not.
4) In some cases, we had more than one personal/political email address – so we'll have some bounces & Members getting it in two inboxes.
5) We'll need to cull out incumbents, freshmen, and candidates that don't make it.

Anything else?

CMRHEC-000762

EXHIBIT 112

BF.CMR.HEC.030916.Q6.000020

Deutsch, Jeremy

From: Deutsch, Jeremy
Sent: Tuesday, December 27, 2011 7:52 AM
To: Bell, Patrick
Subject: Re: Package

Patrick: yes these were the terms we discussed. 10k victory bonus is if cmr moves up in leadership. I have a layover at lax if you would like to speak. I think I get in around 8ish our time. Please let me know if you have any questions. Also, for the time being please keep these terms between us. Thank you. Jeremy

From: Bell, Patrick
Sent: Tuesday, December 27, 2011 12:06 AM
To: Deutsch, Jeremy
Subject: Package

Hi Jeremy:
Thanks for lunch today. Hope you were able to finish the training you needed to get done.

Just wanted to confirm this was the package we discussed:.

$80,000 annual salary
$5,000 2011 EOY bonus
Extra week's vacation
Title/reporting change
Quarterly travel to the district
$10,000 victory bonus

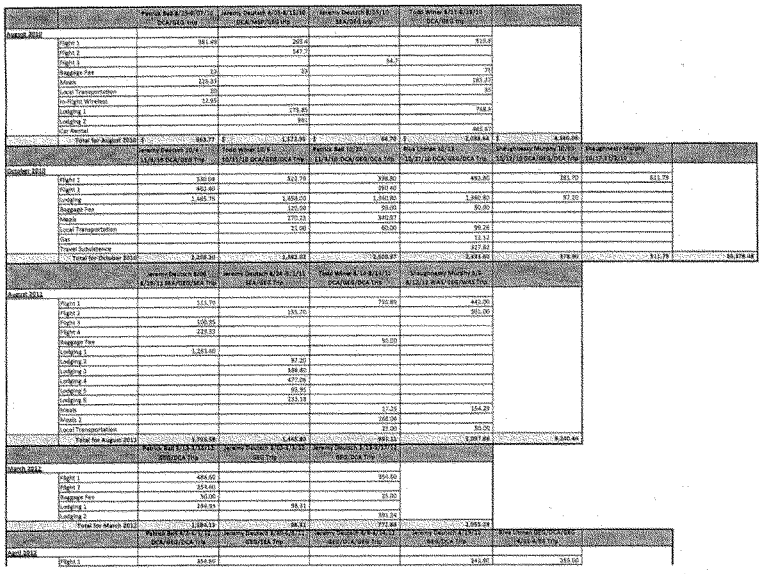
I'm talking with Resa again tonight, but just wanted to let you know I think this is an exceptionally generous package -- and I'm very close to a decision.

Best,
Patrick

--
Patrick Bell
Cell: [redacted]
Sent from my iPhone.

EXHIBIT 113

CONFIDENTIAL



CMROCE-0633

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