CONFIDENTIAL INVESTIGATION REPORT

Attorney-Client Privileged Communication

Subject: Complaint by Matt Garza, Police Officer III
Prepared for: City of Los Angeles
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Date: February 22, 2021

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I. INTRODUCTION

The City of Los Angeles (City) retained Ellis & Makus LLP to conduct an impartial investigation into a complaint from Matt Garza, Police Officer III, that Rick Jacobs, former Deputy Chief of Staff, engaged in improper conduct. Specifically, Ofc. Garza complained that Mr. Jacobs engaged in inappropriate touching, such as hugging and massaging him, and made sexual comments. Ofc. Garza also complained that Eric Garcetti, Mayor, knew of the inappropriate conduct but did not prevent it.

The investigation began on September 3, 2020.

This Confidential Investigation Report (Report) contains detailed information, witness accounts, relevant documentation and findings relating to the concerns. It is anticipated that this Report will be maintained confidentially by the decision makers and will not be disseminated except as required by law or as determined by the City and its attorneys.

II. SUMMARIES OF ISSUES AND FINDINGS

Brief summaries of the issues and findings are provided in this section. The more detailed findings and analyses are provided below, within each Issue of the Report.

A. Issue One: Did Mr. Jacobs Inappropriately Touch Ofc. Garza?

No. Mr. Jacobs did not inappropriately touch Ofc. Garza as he complained. Specifically, Ofc. Garza complained that, throughout 2014 to 2019, Mr. Jacobs regularly hugged him inappropriately and squeezed and massaged his shoulders inappropriately. The evidence, however, did not support Ofc. Garza's complaint.

Among other things, for example, the evidence contradicted Ofc. Garza's account that Mr. Jacobs inappropriately hugged him during almost every interaction they had, and that multiple City employees saw Mr. Jacobs engage in the inappropriate conduct. While there was no dispute that Mr. Jacobs sometimes hugged individuals, including Ofc. Garza, the evidence reflected that to the extent Mr. Jacobs gave hugs, he did so appropriately. In other words, he did not hug overly frequently, too tightly or too long, and he did not, as discussed in Issue Two, below, accompany hugs with sexual or suggestive comments.

Similarly, while the evidence reflected that Mr. Jacobs occasionally touched others' arms or shoulders, such as with a brief squeeze in greeting, he did not do so with Ofc. Garza frequently or otherwise in a way that rose to the level of inappropriateness.

Further, contrary to Ofc. Garza's complaint, Mayor Garcetti did not know about or fail to prevent Mr. Jacobs from engaging in inappropriate touching or comments. Mayor Garcetti credibly denied the complaint and the evidence supported his account. Among other things, this was supported by the evidence that nobody—including Ofc. Garza—raised concerns to Mayor Garcetti or the City of Mr. Jacobs engaging in inappropriate

conduct. Indeed, twenty-six witnesses stated they had no concerns and never heard any concerns about Mr. Jacobs engaging in such behavior.

As well, the findings in this Report were supported by the evidence that Ofc. Garza's account generally lacked credibility, whereas the other witnesses, including Mayor Garcetti, provided credible accounts.

B. Issue Two: Did Mr. Jacobs Make Inappropriate Comments toward Ofc. Garza?

No. Mr. Jacobs did not make the sexually inappropriate comments directed at and in the presence of Ofc. Garza as he complained. Specifically, Ofc. Garza complained that Mr. Jacobs made: (1) frequent inappropriate comments about Ofc. Garza's appearance and physique, such as that Ofc. Garza was strong and handsome; and (2) crude and sexual comments about Mr. Jacobs' sexual activities and sexual preferences, such as comments about "gay sex," "anal sex," "having rough sex," "liking big cocks," "being sore from sex the night before" or "his young lover's penis." The evidence contradicted Ofc. Garza's complaint.

More specifically, the evidence contradicted Ofc. Garza's complaint that fifty percent of the times Mr. Jacobs hugged Ofc. Garza, which Ofc. Garza said occurred almost every interaction he had with Mr. Jacobs, he made comments such as, "You are so strong," or "You are so handsome." For example, none of the other seven security detail members or three executive officers heard Mr. Jacobs say to the effect of, "You're so strong" or "You're so handsome," or otherwise comment about Ofc. Garza's appearance or physique. It was implausible that, if Mr. Jacobs made the comments as often as Ofc. Garza described, these others who regularly worked around Ofc. Garza and Mr. Jacobs did not once hear it.

This investigation considered the evidence that Mr. Jacobs, at times, commented about and complimented the appearance or physique of others, men and women alike, and did so in front of others. For example, witnesses stated that Mr. Jacobs complimented with comments such as, "You look nice," "You look put together well today," "You look beautiful [or good] today," "I like your shoes" and "Oh, you've got some muscle," which the witnesses took as compliments. Further, one other witness stated that Mr. Jacobs told that witness he was "strong," and two other witnesses stated that Mr. Jacobs told them they were "handsome." For example, Alex Comisar, Deputy Communications Director, stated that Mr. Jacobs commented that Mr. Comisar looked handsome because of his suit or how he styled his hair, and Mr. Comisar stated that it was appropriate.

In turn, this evidence reflected that Mr. Jacobs plausibly told Ofc. Garza he was strong or handsome, on occasion, throughout their six years working together. The evidence, however, reflected that Mr. Jacobs doing so was not frequent or inappropriate. Further,

that Mr. Jacobs did so did not support that he, therefore, made the sexually inappropriate or crude comments about which Ofc. Garza complained.

To the contrary, the evidence negated Ofc. Garza's complaint that Mr. Jacobs made crude and sexual comments in the presence of or directed at Ofc. Garza. For example, substantial evidence contradicted Ofc. Garza's account that others were present and that multiple City employees knew how Mr. Jacobs acted inappropriately. Indeed, almost every witness stated that he or she never heard Mr. Jacobs make comments of the kind Ofc. Garza identified in his complaint.

C. Issue Three: Did Mr. Jacobs Act Inappropriately toward Ofc. Garza During Out-of-Town Trips?

No. Mr. Jacobs did not act inappropriately toward Ofc. Garza during the four out-of-town trips about which he complained. More specifically, Ofc. Garza complained that: (1) during a 2016 Phoenix, Arizona trip, when Ofc. Garza went to the hotel bar to order food, Mr. Jacobs gestured for Ofc. Garza to sit on his lap; (2) during a 2018 New Hampshire trip, Mr. Jacobs massaged Ofc. Garza's shoulders during the drive from the airport to the hotel, invited Ofc. Garza to visit him in his hotel room and made inappropriate comments toward Ofc. Garza; (3) during a 2018 Mississippi trip, Mr. Jacobs made several inappropriate comments, such as comments about "gay sex" and "liking big cocks," and asked Ofc. Garza whether he wore large condoms; and (4) during a 2019 trip to Palo Alto, California, Mr. Jacobs licked his straw in a suggestive manner while making eye contact with Ofc. Garza. However, the evidence did not support Ofc. Garza's complaint.

Among other things, this finding was supported by the multiple other witnesses who also attended these various trips. Ofc. Garza identified several of these witnesses as present for Mr. Jacobs' inappropriate conduct, yet none of them ever saw Mr. Jacobs engage in any inappropriate conduct or make the inappropriate comments about which Ofc. Garza complained.

III. INVESTIGATION BACKGROUND

A. Independence

The City allowed the investigator discretion to conduct the investigation as determined to be necessary. The City did not attempt to influence or direct the outcome of the investigation, but instead appropriately deferred to the investigator in all respects, including in granting access to witnesses and documents.

B. Investigative Standard

The conclusions in this Report are not legal determinations, but instead factual findings regarding Ofc. Garza's complaint.

The investigator reviewed, compared and analyzed the evidence to determine whether the concerns were with or without merit under a preponderance of the evidence standard. Preponderance of the evidence, for purposes of this Report, means that the evidence on one side outweighs, or is more than, the evidence on the other side.

The investigator considered and weighed the rights of all parties to ensure both fairness and vigilance in the event that corrective action results from the investigation. The investigator did not obtain recorded testimony. The investigator did not obtain testimony given under oath. Nonetheless, the investigation proceeded under the good faith expectation that witnesses would answer truthfully. The conclusions in this Report were drawn from the totality of the evidence and a thorough analysis of all the information gathered.

C. Credibility Determinations

As appropriate, the investigator made credibility determinations. The investigator considered several factors to assess the credibility of witnesses when there were factual disputes:

- Corroboration with other evidence
- Motive to lie, fabricate or exaggerate
- Opportunity and capacity to observe
- Inherent plausibility
- Past record of similar conduct
- Consistency of statements
- Evidence of bias
- Admission of untruthfulness
- Reputation for honesty or deceit
- Demeanor

Because a witness' demeanor during an interview can be affected by many factors, such as nervousness, stress or emotion, the investigator did not rely on demeanor as a determinative factor in assessing credibility. Where necessary to resolve disputed facts, the investigator evaluated credibility on one or more of the remaining factors.

D. Witnesses

The following individuals were interviewed as witnesses in this investigation:

Name of Witness	Title	Dates Interviewed
Anthony Ares	Police Officer. Ofc. Ares began working for the City in 1997. He reports to Shawna Green, Sergeant.	November 17, 2020 (Video)
Enrique Becerra	Police Officer. Ofc. Becerra began working for the City in 1995. He reports to Sgt. Green.	November 17, 2020 (Video)
Cecilia Cabello	Former Vice President of the Board of Public Works. Ms. Cabello worked for the City from 2005 to 2019.	November 25, 2020 (Video)

Name of Witness	Title	Dates Interviewed
Julie Ciardullo	Director of the Office of the C40 Chair. Ms. Ciardullo began working for the City in 2013. She reports to Lauren Faber O'Connor, Chief Sustainability Officer.	November 25, 2020 (Video)
Alex Comisar	Deputy Communications Director. Mr. Comisar began working for the City in 2015. He reports to Dae Levine, Communications Director.	November 24, 2020 (Video)
Alec Evans	Partner with Kirra Consulting. Mr. Evans began working for Kirra Consulting in 2010.	December 3, 2020 (Telephone)
Michelle Garakian	Associate Executive Director of the Department of Cannabis Regulation. Ms. Garakian began working for the City in 2013. She reports to Cat Packard, Executive Director of the Department of Cannabis Regulation.	December 1, 2020 (Video)
Eric Garcetti[1]	Mayor. Mayor Garcetti was first elected mayor in 2013.	December 28, 2020 (Video)
Matt Garza[2]	Police Officer III. Ofc. Garza began working for the City in 1997.	November 9, 2020 (Video)
Shawna Green	Sergeant. Sgt. Green began working for the City in 1997. She reports to Dominic Choi, Deputy Chief of Police.	November 30, 2020 (Video)
Ana Guerrero	Chief of Staff. Ms. Guerrero began working for the City in 2008. She reports to Mayor Garcetti.	November 12, 2020 (Video)
Ralph Lara	Police Officer. Ofc. Lara began working for the City in 1995. He reports to Sgt. Green.	November 16, 2020 (Video)
Borja Leon	Former Director of Transportation. Mr. Leon worked for the City from 2015 to 2018.	December 7, 2020 (Telephone)
Rich Llewellyn	City Administrative Officer. Mr. Llewellyn began working for the City in 2001. He reports to Mayor Garcetti and the City Council.	November 25, 2020 (Video)

[1] Mayor Garcetti attended his interview with Carlos Singer, Legal Counsel to the Mayor.

[2] Ofc. Garza attended his interview with his attorneys Gregory Smith and Diana Wells with the Law Offices of Gregory W. Smith.

Name of Witness	Title	Dates Interviewed
Poonam Narewatt	Special Assistant to the Chief of Staff. Ms. Narewatt began working for the City in 2014. She reports to Ms. Guerrero.	November 19, 2020 (Video)
Dennis O'Sullivan	Former Police Officer. Ofc. O'Sullivan worked for the City from 1989 to 2018. At the time of his retirement, he reported to Sgt. Green.	November 10, 2020 (Video)
Gerard Orozco	Vice President for Jacobs Engineering. Mr. Orozco began working at Jacobs Engineering in 2006.	December 2, 2020 (Telephone)
Joshua Perttula	President of Kirra Consulting. Mr. Perttula began working for Kirra Consulting in 2008.	December 1, 2020 (Video)
Nick Ramirez	Police Officer. Ofc. Ramirez began working for the City in 1994. He reports to Sgt. Green.	November 13, 2020 (Video)
Heather Repenning	Metropolitan Water District Board of Directors. Ms. Repenning worked for the City from 2001 to 2018.	December 7, 2020 (Video)
Lee Sands[3]	Captain. Cpt. Sands began working for the City in 1985. He reports to Howard Leslie, Commander, and Pete Zarcone, Deputy Chief.	January 5, 2021 (Video)
Carlos Singer	Legal Counsel to the Mayor. Mr. Singer began working for the City in September 2017. He reports to Mayor Garcetti.	November 20, 2020 (Telephone)
Charles Small	Director of Federal Affairs and National Engagement. Mr. Small began working for the City in 2017. He reports to Breelyn Pete, Deputy Mayor.	November 30, 2020 (Video)
Burt Strogatz	Police Officer. Ofc. Strogatz began working for the City in 1988. He reports to Sgt. Green.	November 10, 2020 (Video)
Matt Szabo	Deputy Chief of Staff. Mr. Szabo began working for the City in 2000. He reports to Mayor Garcetti and Ms. Guerrero.	November 18, 2020 (Video)

[3] Cpt. Sands attended his interview with Wayne Song, Assistant City Attorney, Police General Counsel Division.

Name of Witness	Title	Dates Interviewed
Amy Wakeland[4]	First Lady. Ms. Wakeland is married to Mayor Garcetti.	December 8, 2020 (Video) December 21, 2020 (Telephone)
Vernon Williams	Former Police Officer. Ofc. Williams worked for the City from 1987 to January 2019. At the time of his retirement, he reported to Sgt. Green.	November 17, 2020 (Telephone)

The investigator interviewed directly involved witnesses or witnesses found to have relevant information. The investigator did not interview other individuals mentioned in the course of the investigation if, in the assessment of the investigator:

- They did not have direct, significant and relevant information related to the specific incidents within the investigation scope;
- The investigator already obtained the information the witnesses would have provided; or
- The information would not affect the outcome of the investigation.

E. Admonitions to Witnesses

The investigator advised all witnesses that the investigator was an attorney retained by The City to conduct the investigation. The investigator informed witnesses that while they were not under oath or subject to any court order, they were expected to answer truthfully. The investigator requested witnesses consider the confidential nature of the investigation before discussing the subject of the interview. The investigator informed witnesses that the investigator could not guarantee confidentiality. The investigator also advised witnesses that retaliation was prohibited—both retaliation for bringing a claim and for participating in an investigation.

F. Documents

The documents listed below are included as attachments to this Report.

Description	Attachment
Ofc. Garza's DFEH charge, June 23, 2020	A
Ofc. Garza's civil lawsuit, July 13, 2020	B

[4] Ms. Wakeland attended her interviews with Mr. Singer.

Description	Attachment
Ofc. Garza's declaration, December 13, 2020	C
Security detail expense reports for March 2016 Phoenix trip	D
Security detail expense reports for May 2018 New Hampshire trip	E
Security detail expense reports for March 2019 Palo Alto trip	F
Ofc. Garza's civil lawsuit against the Catholic church, August 17, 2020	G
LA Times article, "LAPD officer accuses Garcetti advisor of sexual harassment," July 14, 2020	H
Article by Mr. Ali, "Exclusive: Mayor of Los Angeles Repeatedly Witnessed Top Adviser's Alleged Sexual Misconduct," October 19, 2020	I
LA Times article, "Two more men accuse Garcetti advisor Rick Jacobs of sexual misconduct," October 21, 2020	J
Article by Mr. Ali, "Exclusive: Mayor and First Lady of Los Angeles Ignored Years of Warnings About Top Aide, Sources Say," October 23, 2020	K
Email from [redacted]'s counsel regarding [redacted]'s complaint, October 30, 2020	L
LA Times article, "Garcetti advisor made sexually provocative gesture in photo with mayor," November 20, 2020	M
Photo at the US Conference of Mayors in which Mr. Jacobs made a gesture, June 26, 2017	N
Photo of City employees at the US Conference of Mayors, June 26, 2017	O
Text messages between Ms. Garakian and Ofc. Garza, February 3, 2020	P
Mr. Casas' deposition transcript, December 17, 2020	Q

IV. BACKGROUND

On July 1, 2013, Eric Garcetti became the Mayor of Los Angeles. In August 2013, Mayor Garcetti appointed Rick Jacobs as a Deputy Chief of Staff, a position within the Mayor's Office. Mr. Jacobs worked for the City from August 2013 to July 2016, when he took a leave from work to assist Mayor Garcetti as a political advisor. Mr. Jacobs did not return to City employment following his leave. He resigned from his position in February 2017 and he continued to assist Mayor Garcetti as a political advisor.

Matt Garza, Police Officer III, began working for the City in the Los Angeles Police Department (LAPD) in September 1997. In about October 2013, Ofc. Garza began working in the mayor's security detail, the LAPD's police protection unit for the mayor.

For the majority of 2013 to 2019, Ofc. Garza worked with seven other police officers on the mayor's security detail. Those police officers were: (1) Anthony Ares, Police Officer; (2) Enrique Becerra, Police Officer; (3) Rafael Lara, Police Officer; (4) Dennis O'Sullivan, Police Officer (retired); (5) Nick Ramirez, Police Officer; (6) Burton Strogatz, Police Officer; and (7) Vernon Williams, Police Officer (retired).

In October 2019, Ofc. Garza took a leave of absence. He returned from his leave on approximately June 18, 2020. Upon his return, Ofc. Garza declined to return to his previous assignment on Mayor Garcetti's security detail.

On June 23, 2020, Ofc. Garza filed a charge against the City with the Department of Fair Employment & Housing (DFEH). **(Attachment A.)** Ofc. Garza complained that Mr. Jacobs engaged in inappropriate and sexual conduct. Ofc. Garza also complained that Mayor Garcetti knew of the inappropriate conduct but did not prevent it. On July 13, 2020, Ofc. Garza filed a civil lawsuit against the City. **(Attachment B.)**[5] This investigation followed.

V. WITNESS ACCOUNTS AND OTHER EVIDENCE

This Section V provides a summary of evidence relevant to the scope of the investigation, including witness accounts and various documents. The information in this section is organized as follows: (A) Ofc. Garza's Complaint; (B) News Articles; (C) LAPD Witness Accounts; (D) Executive Officers and Body People Accounts; (E) Other Current and Former City Staff Accounts; (F) Non-City Staff Accounts; and (G) Mayor Garcetti's Response.[6]

Following this Section V, the scope of the investigation is organized into three issues. The findings and analysis for each of these issues are discussed in Sections VI through VIII, below. The three issues are:

> Issue One: Did Mr. Jacobs Inappropriately Touch Ofc. Garza?
>
> Issue Two: Did Mr. Jacobs Make Inappropriate Comments toward Ofc. Garza?
>
> Issue Three: Did Mr. Jacobs Act Inappropriately toward Ofc. Garza during Out-of-Town Trips?

A. Matt Garza's Complaint

Matt Garza, Police Officer III, began working for the City in September 1997. Ofc. Garza worked in the Metropolitan Division of the LAPD since 2008.

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[5] In that litigation, on December 13, 2020, Ofc. Garza filed a declaration concerning Mayor Garcetti's personal knowledge of Mr. Jacobs' inappropriate conduct. **(Attachment C.)**

[6] In response to this investigator's requests, Mr. Jacobs declined to participate in this investigation. He declined through his attorney, Dana A. Kravetz of Michelman & Robinson, LLP.

1. Background

In about October 2013, Ofc. Garza began working in Mayor Garcetti's security detail. The security detail accompanied Mayor Garcetti throughout the day, seven days a week. The police officers in Mayor Garcetti's security detail traveled with Mayor Garcetti wherever he went, including on business trips and personal errands. The security detail had a day shift and a night shift each day.

Two police officers comprised each shift—a driver officer and an advance officer. The driver officer stayed with Mayor Garcetti and drove the car during that shift. The advance officer traveled separately and scouted locations on Mayor Garcetti's schedule ahead of time. The police officers rotated between the two roles approximately every other day.

During his time on the security detail, Ofc. Garza primarily worked the day shift. The security detail members worked a four-ten schedule, which meant that they worked ten-hour shifts, four days a week. The officers did not have a permanent partner in the security detail. The officers on any given shift varied depending on the officers' days off that month.

On approximately October 15, 2019, Ofc. Garza took a leave of absence from work. He returned in June 2020 and informed the City that he would not return to Mayor Garcetti's security detail assignment.

2. Mr. Jacobs' Conduct toward Ofc. Garza

Ofc. Garza complained that, from 2014 to 2019, Mr. Jacobs, an openly gay man, inappropriately hugged and touched him and made inappropriate sexual comments.

Ofc. Garza first started to have contact with Mr. Jacobs after joining Mayor Garcetti's security detail in October 2013. Prior to joining Mayor Garcetti's security detail, Ofc. Garza did not have any contact with Mr. Jacobs.

a) 2014 to mid-2016

From 2014 to mid-2016, when Mr. Jacobs worked as the Deputy Chief of Staff, he had an office on the same floor as Mayor Garcetti's office. During the day, when Mayor Garcetti worked in his office, the security detail members sat at the security detail desk outside of Mayor Garcetti's office. It served as a security barrier to Mayor Garcetti's office.

Typically, the driver officer sat at the security detail desk when Mayor Garcetti worked in his office. The advance officer was also generally there, but not always. Sometimes, the advance officer went ahead to do a pre-security check of the next location on Mayor Garcetti's schedule. Other times, the advance officer might leave to fill the car with gas, turn in paperwork or go on a break to eat.

Ofc. Garza's first recalled that Mr. Jacobs' inappropriate conduct first occurred in February 2014. In February 2014, Mayor Garcetti's staff organized a fitness workout event to celebrate Mayor Garcetti's birthday. The event consisted of multiple teams traveling to three different locations—City Hall, a park and an indoor rock climbing gym—to participate in fitness workouts. Ofc. Garza participated in the event on a team with various members of Mayor Garcetti's staff. Ofc. Garza only recalled one member on his team, Rebecca Doten, former Mayoral Aide.

Mr. Jacobs did not participate in the event but attended as an observer. Mr. Jacobs also helped drive teams from one location to the next. Mr. Jacobs, who drove a 1960s convertible Cadillac, drove Ofc. Garza's team from the park location to the rock climbing gym.

Upon arriving at the rock climbing gym and exiting the car, Mr. Jacobs put his arm around Ofc. Garza, massaged Ofc. Garza's shoulders and commented that Ofc. Garza was in good shape. Mr. Jacobs then said, "I love my strong LAPD officers." Ofc. Garza did not recall what he said in response. He typically did not respond to Mr. Jacobs' conduct because he did not want to encourage more of the same conduct from Mr. Jacobs. Ofc. Garza did not recall who, if anyone, was within proximity to hear Mr. Jacobs' comment.

Throughout 2014 to mid-2016, Ofc. Garza interacted with Mr. Jacobs approximately two to three times a week. During almost every interaction, Mr. Jacobs inappropriately hugged Ofc. Garza. It typically happened during Ofc. Garza's first interaction with Mr. Jacobs in a day. Specifically, when Ofc. Garza shook Mr. Jacobs' hand, Mr. Jacobs used the handshake to pull Ofc. Garza into a long, tight hug. About fifty percent of the time, Mr. Jacobs followed the hug with an inappropriate comment. For example, Mr. Jacobs made comments like, "You are so strong," "You are so handsome," "You look so good," or "I love my LAPD officers." And, about twenty-five percent of the times Mr. Jacobs shook Ofc. Garza's hand and pulled him into a hug, Mr. Jacobs said, "My name is Rick Jacobs, but you can call me Dick," although Mr. Jacobs knew that Ofc. Garza knew his name.

Mr. Jacobs' hugs and comments made Ofc. Garza uncomfortable. However, Ofc. Garza could not avoid Mr. Jacobs' handshakes and hugs. Mr. Jacobs was a large and forceful man. Mr. Jacobs was six foot and four inches tall. In comparison, Ofc. Garza was five foot and six inches tall. Even when Ofc. Garza tried to avoid Mr. Jacobs' handshakes or grabbing, Mr. Jacobs still pulled him in directly for a hug. The hugs were unavoidable.

Two City employees—Richard Llewellyn, City Administrative Officer, and Matt Szabo, Deputy Chief of Staff—were often present when Mr. Jacobs hugged Ofc. Garza in front of Mayor Garcetti's office. Mr. Llewellyn and Mr. Szabo, who had offices on the same floor as Mr. Jacobs, often walked together with Mr. Jacobs to wait outside of Mayor Garcetti's office for meetings.

Another employee, Henry Casas, former Director of Public Engagement, was also present on numerous occasions when Mr. Jacobs hugged Ofc. Garza. Mr. Casas went to Mayor Garcetti's office from time to time and saw Mr. Jacobs shake hands with and then hug Ofc. Garza. Mr. Casas told Ofc. Garza, "I wouldn't put up with that shit. I would knock him out," and "If I were you, I would knock him out. I'd knock him on his ass." Mr. Casas said that to Ofc. Garza approximately ten times throughout 2014 to 2019.

During the three-year period, from 2014 to mid-2016, Mr. Jacobs' behavior was more subdued than his behavior following his departure from City employment—i.e., from mid-2016 through 2019. In mid-2016, Mr. Jacobs took a leave of absence for an unknown reason and did not return to his City employment position.

b) 2016 to 2019

In 2017, following Mr. Jacobs' 2016 leave of absence, Mr. Jacobs' employment with the City ended. Mr. Jacobs, however, continued to work as Mayor Garcetti's "righthand man." Mr. Jacobs focused primarily on Mayor Garcetti's political endeavors, such as fundraising and political events, which were not City-related business. In that role, Mr. Jacobs traveled often with Mayor Garcetti, such as riding in Mayor Garcetti's car to locations outside of Los Angeles.

After Mr. Jacobs' employment with the City ended, Mr. Jacobs' inappropriate conduct toward Ofc. Garza escalated. Ofc. Garza opined that Mr. Jacobs' conduct escalated because most of Mr. Jacobs' interactions with Ofc. Garza now occurred in the privacy of Mayor Garcetti's car. Previously, when Mr. Jacobs worked as a City employee, Mr. Jacobs did not travel in Mayor Garcetti's car as often, if at all.

In late 2016, Mr. Jacobs traveled with Mayor Garcetti approximately three times a week to help Mayor Garcetti campaign for Proposition HHH.[7] Mr. Jacobs often met Mayor Garcetti at City Hall to travel together to events. Whenever Mr. Jacobs met with Mayor Garcetti at City Hall and Ofc. Garza was on duty, Mr. Jacobs gave Ofc. Garza a handshake and pulled Ofc. Garza toward him for a hug. If Ofc. Garza did not shake Mr. Jacobs' hand, Mr. Jacobs wrapped his arms around Ofc. Garza and said, for example, that Ofc. Garza was "so handsome" or "so strong" and squeezed Ofc. Garza's arm.

As well, on numerous occasions throughout 2017 to 2019, Mr. Jacobs made sexual comments, particularly while traveling in the car with Mayor Garcetti. Ofc. Garza was alone in the car with only Mayor Garcetti and Mr. Jacobs on multiple occasions. During

[7] Proposition HHH, or the Homelessness Reduction and Prevention Housing, and Facilities Bond Issue, appeared as a measure on the November 8, 2016 ballot for Los Angeles County.

those occasions, Mr. Jacobs massaged Ofc. Garza's shoulders and made sexual comments. For example, Ofc. Garza stated in his declaration in relevant part:

> [O]n multiple occasions when [Ofc. Garza] was driving, Mayor Garcetti was seated in the front passenger or backseat of the car, and [Mr.] Jacobs was seated in the backseat of the car, [Mr.] Jacobs massaged [Ofc. Garza's] shoulders, told [him] [he] was 'strong,' and made comments about having 'rough sex' with his gay partner(s), liking 'big cocks,' being attracted to younger men, or other comments of a similar nature.

(Attachment C.) Mr. Jacobs also made comments about "having sex with his younger lover," "being sore from sex the night before" and "having a sore asshole."

In response, Mayor Garcetti laughed at the comments. Ofc. Garza did not recall Mayor Garcetti saying anything specific in response to Mr. Jacobs' comments other than Mayor Garcetti generally asking Mr. Jacobs how his partner was doing.

Further, Mr. Jacobs made sexual comments related to Mayor Garcetti's fundraising efforts. Mr. Jacobs helped Mayor Garcetti fundraise for various matters. Specifically, on approximately fifteen occasions in the car, Mr. Jacobs joked about telling the children of rich people to write checks for him with, "You guys ready to fuck without KY because we're going to fuck some people over tonight." Ofc. Garza understood the comment as a reference to rough sex because KY Jelly was a brand of sexual lubricant.

In 2018 to 2019, Mr. Jacobs engaged in inappropriate conduct toward Ofc. Garza at various political events. Mr. Jacobs worked around Mayor Garcetti quite often—around two to three times a week—at City Hall, at Mayor Garcetti's home and at outside political events, such as fundraisers and networking events. Among other things, Mr. Jacobs helped Mayor Garcetti prepare for a potential run for the United States presidency. And, in early 2019, Mayor Garcetti and Mr. Jacobs worked on negotiations with United Teachers Los Angeles, the union that represented non-administrative staff in the Los Angeles Unified School District.

At these various political events, Mr. Jacobs gave Ofc. Garza a handshake and pulled him into a tight squeeze or hug. While doing so, Mr. Jacobs commented about Ofc. Garza's appearance and strength, such as about Ofc. Garza being "so handsome" or "so strong." Ofc. Garza identified the five following 2019 events during which Mr. Jacobs did so:

- On May 8, 2019, Ofc. Garza accompanied Mayor Garcetti to an event with Joe Biden, President of the United States,[8] at King Taco, a taco restaurant in Los Angeles.

- On May 9, 2019, Ofc. Garza accompanied Mayor Garcetti to an event with Pete Buttigieg, former Mayor of South Bend, Indiana, in which Mr. Buttigieg addressed union workers.

- On May 21, 2019, Ofc. Garza accompanied Mayor Garcetti to an event with Julian Castro, former United States Secretary of Housing and Urban Development, in the Boyle Heights neighborhood of Los Angeles.

- On August 26, 2019, Ofc. Garza accompanied Mayor Garcetti to an event with Cory Booker, United States Senator from New Jersey.

- On October 22, 2019, Ofc. Garza accompanied Mayor Garcetti to another event with Senator Booker.

3. Mr. Jacobs' Conduct during Out-of-Town Trips

Additionally, Mr. Jacobs engaged in inappropriate conduct toward Ofc. Garza during various out-of-town trips with Mayor Garcetti. Ofc. Garza identified four specific trips during which Mr. Jacobs behaved inappropriately toward him.

a) 2016 Phoenix Trip

On March 18 and 19, 2016, Ofc. Garza accompanied Mayor Garcetti on an overnight trip to Phoenix, Arizona as part of Mayor Garcetti's security detail. **(Attachment D.)** Mr. Jacobs also attended the trip. Ofc. Garza did not recall his security detail partner for the trip and he did not recall who else attended the trip.[9] Mayor Garcetti sometimes traveled with a group, but Ofc. Garza did not recall the specifics for this trip.

Mayor Garcetti's group landed in Phoenix in the early evening. They spent a few hours at the political event, which Ofc. Garza believed was a phone banking event for Hillary Clinton, former Secretary of State running for the United States presidency. Afterward,

[8] At the time of this event, President Biden was not yet the President of the United States. He was, however, the President as of the date of this Report. Thus, for ease of reading and consistency, this Report refers to "President Biden" throughout.

[9] Ofc. O'Sullivan also accompanied Mayor Garcetti on this trip. **(Attachment D.)**

Mayor Garcetti's group went to the hotel. They arrived at the hotel at approximately midnight.

Later that night, Ofc. Garza went to the hotel's bar area to order food. Mr. Jacobs sat at a table in the corner of the bar area. As Ofc. Garza walked by Mr. Jacobs, Mr. Jacobs placed his laptop on the table and patted his lap with his hands. Ofc. Garza understood the gesture as an invitation for Ofc. Garza to sit on Mr. Jacobs' lap. Ofc. Garza ignored Mr. Jacobs' gesture and continued walking. He did not engage with Mr. Jacobs. Ofc. Garza did not recall whether he spoke with Mr. Jacobs, but he possibly said "hello" to be polite.[10]

b) 2018 New Hampshire Trip

On May 11 to 13, 2018, Ofc. Garza accompanied Mayor Garcetti on a multiple day trip to Manchester, New Hampshire. **(Attachment E.)** Mr. Jacobs attended the trip, as well. Ofc. Garza did not recall which police officer from Mayor Garcetti's security detail also accompanied Mayor Garcetti on the trip.[11]

On May 11, 2018, Ofc. Garza picked up Mayor Garcetti and Mr. Jacobs from the Boston Logan International Airport. Mayor Garcetti and Mr. Jacobs arrived late in the day. Ofc. Garza drove Mayor Garcetti from the airport to a hotel in Manchester. It was approximately an hour drive. Since the security detail did not have an additional car on the trip, Ofc. Garza's partner likely rode in the car, too.

During the drive to the hotel, Mr. Jacobs thanked Ofc. Garza for picking up Mayor Garcetti and Mr. Jacobs. Mr. Jacobs reached forward from the back seat to massage Ofc. Garza's shoulders. Mr. Jacobs started by massaging Ofc. Garza's shoulders and then moved to squeeze Ofc. Garza's arms. During the massage, Mr. Jacobs commented on how strong Ofc. Garza was. Mr. Jacobs also said, "I love my LAPD officers, so strong."

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[10] As to this interaction, Ofc. Garza stated in his complaint in relevant part:

> [Mr.] Jacobs, who was sitting alone at a table with his laptop on his lap, saw [Ofc. Garza] and motioned for him to come over. [Ofc. Garza] began to walk towards [Mr.] Jacobs, but [Mr.] Jacobs then moved his laptop onto the table and stated words to the effect of, "Come here and sit with me" while gesturing for [Ofc. Garza] to sit on his lap.

(Attachment B.) During his interview, Ofc. Garza did not recall whether Mr. Jacobs said anything, such as "Come here and sit with me," while patting his lap.

[11] Ofc. Williams also accompanied Mayor Garcetti on this trip. **(Attachment E.)**

Ofc. Garza did not respond. He did not feel comfortable and did not engage with Mr. Jacobs.

This type of behavior was commonplace in the car and Mayor Garcetti did not do anything to acknowledge Mr. Jacobs' behavior. Ofc. Garza's civil lawsuit indicated in relevant part:

> While [Mr.] Jacobs was making these unwanted advances toward [Ofc. Garza], Mayor Garcetti was not only present, but was seated directly next to [Mr.] Jacobs. Nevertheless, [Mayor Garcetti] did nothing to stop [Mr.] Jacobs or curtail his behavior.

(Attachment B.)

Later, at the hotel, as the group checked in to their rooms, Mr. Jacobs said to Ofc. Garza, a couple of times, that Ofc. Garza could visit Mr. Jacobs in his room if Ofc. Garza wanted. Mr. Jacobs followed the comment with an "evil laugh." Mayor Garcetti and Ofc. Garza's partner were nearby at the time. However, Ofc. Garza did not know if either of them heard Mr. Jacobs' comment.

Ofc. Garza did not recall if Mr. Jacobs massaged Ofc. Garza's shoulders during other drives on that trip. Other than the drive to and from the airport, Ofc. Garza did not have any long drives while on the trip.

c) 2018 Mississippi Trip

On October 5 and 6, 2018, Ofc. Garza accompanied Mayor Garcetti on an overnight trip to Mississippi. Mr. Jacobs also attended the trip. Another police officer in Mayor Garcetti's security detail attended the trip, too, but Ofc. Garza did not recall who.

They flew into Tennessee and then Ofc. Garza drove Mayor Garcetti and the group across Mississippi. They traveled approximately seven hundred miles. One of the stops included a football game between two historic black colleges, one of which was Alcorn State University.

Throughout the trip, Mr. Jacobs behaved inappropriately. Mr. Jacobs made numerous inappropriate comments, such as comments about "gay sex" and "liking big cocks." Additionally, while Ofc. Garza drove, Mr. Jacobs rubbed Ofc. Garza's shoulders and arms while thanking Ofc. Garza for driving and telling Ofc. Garza that he was so strong and handsome. Mr. Jacobs did this numerous times throughout the trip. Mayor Garcetti, who sat next to Mr. Jacobs in the car, did not do anything to stop Mr. Jacobs from making the comments.

On the way back from the football game, the group stopped at a gas station. Mr. Jacobs offered to purchase snacks for everyone, and they went into the gas station store. While Ofc. Garza stood in the aisle with over-the-counter medicines, Mr. Jacobs pointed to a

large black box of Magnum brand condoms and asked if Ofc. Garza wore large size Magnum brand condoms. Ofc. Garza ignored Mr. Jacobs and continued walking.

d) 2019 Palo Alto Trip

On March 17 to 18, 2019, Ofc. Garza accompanied Mayor Garcetti on a trip to Palo Alto, California to attend an event at Stanford University for Accelerator for America, a non-profit organization for which Mr. Jacobs was the CEO. **(Attachment F.)** Mr. Jacobs and several former Mayor Garcetti staffers also attended, including Yusef Robb, former Mayoral Aide.[12] Another member of Mayor Garcetti's security detail also accompanied Mayor Garcetti on the trip, but Ofc. Garza did not recall who.[13] The group stayed at the Sheraton Palo Alto, located across the street from Stanford University.

On March 17, 2019, Mayor Garcetti had a late-night meeting with several staffers to discuss the trip and talking points. When Ofc. Garza entered the room with Mayor Garcetti, Mr. Jacobs greeted Ofc. Garza with a long, tight hug. Mr. Jacobs also commented on how handsome and strong Ofc. Garza was and how appreciative he was that Ofc. Garza and Mayor Garcetti's security detail kept Mayor Garcetti safe and accompanied Mayor Garcetti to events. Ofc. Garza could tell that Mr. Jacobs was intoxicated. Mr. Jacobs' eyes were glassy, he had an unsteady gaze and Ofc. Garza could smell the odor of alcohol.

After the meeting, Mayor Garcetti's group moved downstairs to the lobby for a meet and greet event. Ofc. Garza was in the bar area and was not engaged in the crowd, to give Mayor Garcetti some distance. Ofc. Garza waited at a table near the entrance and kept his eyes on Mayor Garcetti. Mr. Jacobs, who was intoxicated, was at a bar table not too far away from Ofc. Garza. Mr. Jacobs looked at Ofc. Garza and raised the alcoholic beverage he had to his mouth. He then licked the straw up and down, in a suggestive manner, and laughed. Mr. Jacobs maintained eye contact with Ofc. Garza as he did so.[14] Ofc. Garza did not respond. He either looked away or walked away. The bar area was not large but Ofc. Garza generally detached himself from the area and moved so he did not have to continue to see Mr. Jacobs' conduct.

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[12] In response to this investigator's requests, Mr. Robb declined to participate in this investigation.

[13] Ofc. Strogatz also accompanied Mayor Garcetti on the trip. **(Attachment F.)**

[14] Ofc. Garza's civil lawsuit indicated that Mr. Jacobs looked at him and licked his straw in a sexual manner on multiple occasions. **(Attachment B.)** During his interview, however, Ofc. Garza stated that he looked away or walked away so he did not have to continue to see Mr. Jacobs' conduct.

4. Mr. Jacobs' Conduct toward Others

In addition to Ofc. Garza, Mr. Jacobs also engaged in inappropriate conduct toward others. Specifically, Mr. Jacobs also "took a liking to" Ofc. O'Sullivan, who primarily worked on the night shift of Mayor Garcetti's security detail. Mr. Jacobs shook Ofc. O'Sullivan's hand and hugged him, much like how he behaved with Ofc. Garza. Mr. Jacobs also told Ofc. O'Sullivan that he thought Ofc. O'Sullivan was very handsome and very strong. Ofc. Garza did not recall the first time he saw Mr. Jacobs engage in that type of behavior toward Ofc. O'Sullivan. Ofc. Garza did not know why Mr. Jacobs only engaged in such conduct with Ofc. Garza and Ofc. O'Sullivan.

Ofc. Garza did not know if Mr. Jacobs engaged in the same conduct toward any other City employees. Throughout 2014 to 2019, Ofc. Garza accompanied Mayor Garcetti to various political events, such as fundraisers and mixers, unrelated to City business. For example, Mr. Jacobs sometimes hosted the political events at his house. Mr. Jacobs consumed alcohol at the events and sometimes became intoxicated. He made inappropriate comments and engaged in unwanted touching with other individuals who Ofc. Garza did not know. Ofc. Garza could not say if these were City employees. Although Ofc. Garza saw some of the same individuals consistently at events, he did not know their names. Further, the Mayor's Office employed approximately six hundred people, but Ofc. Garza only interacted with around thirty of those—primarily Mayor Garcetti's executive staff—on a consistent basis.

During the events, Mr. Jacobs made various inappropriate comments and sexual innuendos. For example, he talked about "gay sex," "anal sex," "big cocks" and "liking young men." Mr. Jacobs also talked about his partner "getting rough sex." Mr. Jacobs' partner at the time, Shaun Kadlec, was thirty years younger than Mr. Jacobs. Additionally, Mr. Jacobs grabbed men and hugged and kissed them. Ofc. Garza could tell that the other men did not want Mr. Jacobs to hug or kiss them.

Ofc. Garza did not recall who else was present to observe Mr. Jacobs' inappropriate behavior. Any of the seven other security detail members with whom Ofc. Garza worked could have observed Mr. Jacobs' inappropriate behavior. Many of the security detail members with whom Ofc. Garza worked did not approve of Mr. Jacobs' behavior. Mr. Jacobs' behavior made them uncomfortable. For example, when this conduct occurred, Ofc. Garza or the other security detail member (Ofc. Garza did not specify who) made comments, such as, "There goes [Mr.] Jacobs."

Of the other security detail members, Ofc. Garza most frequently worked with Ofc. Becerra. Whenever Mr. Jacobs engaged in inappropriate behavior, Ofc. Becerra and Ofc. Garza removed themselves from the environment. Specifically, they walked outside of the room so that they were still near Mayor Garcetti but did not have to be in the same environment as Mr. Jacobs. Ofc. Garza, however, did not recall Ofc. Becerra making any specific comments about Mr. Jacobs' behavior.

5. Mayor Garcetti's Conduct

Throughout 2014 to 2019, Mayor Garcetti was present on approximately half of the occasions when Mr. Jacobs engaged in inappropriate conduct, discussed in the subsections above. Mayor Garcetti failed to prevent Mr. Jacobs from engaging in inappropriate conduct, despite knowing about Mr. Jacobs' inappropriate conduct.

Additionally, two other instances led Ofc. Garza to believe that Mayor Garcetti and Mayor Garcetti's staff knew of Mr. Jacobs' inappropriate behavior.

First, in 2016, Ofc. Garza overheard a conversation between Mayor Garcetti and Amy Wakeland, First Lady. Ofc. Garza picked up Mayor Garcetti and Ms. Wakeland from Mayor Garcetti's house. Only the three of them were in the car. Mayor Garcetti and Ms. Wakeland had a conversation about Mr. Jacobs' behavior. Ms. Wakeland said that Mr. Jacobs' behavior would eventually "come back to bite him in the butt." Mayor Garcetti and Ms. Wakeland also discussed having a phone call or meeting with Ana Guerrero, Chief of Staff, to discuss Mr. Jacobs' behavior. Mayor Garcetti and Ms. Wakeland did not specify to what type of behavior they referred. However, Ofc. Garza assumed they referred to the type of sexually inappropriate behavior Ofc. Garza experienced. It was obvious to all that Mr. Jacobs behaved inappropriately.

A week or two later, Ms. Guerrero went to Mayor Garcetti's house. Whenever someone visited the Mayor's house, the security detail buzzed the person in and walked the person from the gate to the house. That day, Ofc. Garza walked Ms. Guerrero to the house. Ofc. Garza did not recall who his security detail partner was or whether his partner was also present. As Ofc. Garza walked Ms. Guerrero in, he briefly overheard Mayor Garcetti and Ms. Wakeland tell Ms. Guerrero that they were going to discuss Mr. Jacobs and how to deal with his behavior. Ofc. Garza excused himself and walked away.

Second, throughout approximately 2014 to 2019, two of Mayor Garcetti's executive officers apologized to Ofc. Garza for Mr. Jacobs' behavior. Mayor Garcetti sometimes traveled with his executive officers, such as Julie Ciardullo, Director of the Office of the C40 Chair, who held the executive officer position from September 2014 to April 2017, and Poonam Narewatt, Special Assistant to the Chief of Staff, who held the executive officer position from April 2017 to December 2019. When Mr. Jacobs made sexual comments in the car and Mayor Garcetti laughed, both Ms. Ciardullo and Ms. Narewatt did not say anything and remained quiet.

However, after Mayor Garcetti and Mr. Jacobs exited the car at the destination, Ms. Ciardullo and Ms. Narewatt apologized to Ofc. Garza for Mr. Jacobs' behavior. Specifically, on separate occasions, Ms. Ciardullo and Ms. Narewatt remained in the car and said to the effect of, "I'm sorry you have to deal with that." Ms. Ciardullo and Ms. Narewatt also called Mr. Jacobs "a pig." Ms. Ciardullo apologized to Ofc. Garza approximately four times while Ms. Narewatt apologized approximately eight times.

6. Timing of Ofc. Garza's Complaint

Prior to the instant 2020 complaint, Ofc. Garza never raised any concerns about Mr. Jacobs' inappropriate conduct. He did not do so because Mr. Jacobs was close to Mayor Garcetti, the most powerful person in the City. Ofc. Garza feared that, by raising concerns, he would lose his job or risk his career. Ofc. Garza had a family, so he was not willing to take the risks of reporting the conduct. Ofc. Garza did not tell anyone, other than his wife, about his concerns.

Further, Ofc. Garza needed his security detail assignment because it provided Ofc. Garza with a consistent work schedule. Ofc. Garza's daughter had a disability and required numerous medical appointments. Ofc. Garza's wife also worked fulltime so they could not coordinate their family's needs with an unpredictable schedule. Ofc. Garza feared that if he raised concerns about Mr. Jacobs, the City would remove him from the security detail and return him to his previous assignment with inconsistent work hours.

Multiple factors led Ofc. Garza to decide to raise his complaint when he did. First, Ofc. Garza's daughter was now seven years old and required less care. Moreover, due to the COVID-19 pandemic, Ofc. Garza's wife worked from home and could take their daughter to her medical appointments. Ofc. Garza no longer needed to be at every medical appointment, which gave him more freedom.

Second, on approximately October 15, 2019, Ofc. Garza took a leave of absence, which gave him a lot of time to self-reflect. As a child, Ofc. Garza attended Catholic school and a priest sexually assaulted Ofc. Garza from fifth grade to seventh grade. Ofc. Garza did not deal with the trauma of that experience. However, during his leave, Ofc. Garza saw on television that the California legislature extended the statute of limitations on childhood sexual assault crimes. Ofc. Garza decided to seek guidance on how to deal with the trauma and obtained legal representation for the matter.[15]

Ofc. Garza also wanted to deal with his experiences with Mr. Jacobs, much like how he was dealing with his Catholic school experience. Ofc. Garza wanted to address the power dynamic he saw—where people in power got away with inappropriate conduct and people not in power had to deal with the consequences.

In June 2020, Ofc. Garza prepared to return to work from his leave. However, Ofc. Garza did not want to return to the security detail because he did not know how he would react. He would no longer put up with Mr. Jacobs' behavior, but he did not want to say

[15] On August 17, 2020, Ofc. Garza filed a civil lawsuit against the Catholic church. **(Attachment G.)**

or do something to get in trouble. Ultimately, Ofc. Garza decided the best option was to not return to the security detail.

Additionally, Ofc. Garza did not want to file his complaint through the City's internal process. He believed that, in doing so, he would not arrive at the results he wanted because Mayor Garcetti was the most powerful person in the City. Ofc. Garza saw what happened to employees who did not support Mayor Garcetti's philosophy. For example, Ofc. Garza overheard Mayor Garcetti's phone conversations regarding a lawsuit by John Vidovich, former Fire Marshal, in which Mayor Garcetti tried to "bury" Mr. Vidovich after he filed the lawsuit. As well, he understood that prior members of previous mayors' security details who spoke out against those previous mayors were removed from the security detail. Thus, Ofc. Garza did not believe the City had his best interests in mind.

B. News Articles and Others with Concerns

1. LA Times Article with Mr. Jacobs' Denial

Following Ofc. Garza's July 2020 civil lawsuit, multiple news outlets published articles about Ofc. Garza's complaint. For example, on July 14, 2020, the LA Times published an article about Ofc. Garza's complaint. **(Attachment H.)** The LA Times article indicated that it contacted Mr. Jacobs regarding Ofc. Garza's complaint, to which Mr. Jacobs wrote back in an email statement, "This lawsuit is a work of pure fiction, and is out of left field. [Ofc.] Garza and I worked together for many years without incident. I will vigorously defend myself, my character and my reputation." **(Attachment H.)**

2. Yashar Ali Articles

On October 19, 2020, Yashar Ali published an article on his website about his experiences with Mr. Jacobs.[16] **(Attachment I.)** In the article, Mr. Ali wrote that, from 2005 to 2015, Mr. Ali worked in politics and, in that context, had multiple interactions with Mr. Jacobs. Mr. Ali wrote that Mr. Jacobs "forcibly kissed [him] on the lips on a number of occasions" at political and social functions. As well, Mr. Ali wrote that Mr. Jacobs hugged him so hard that he "felt like [his] teeth were going to break." Mr. Ali further wrote that he saw Mr. Jacobs subjecting others (Mr. Ali did not identify who) to forcible kissing, grabbing and sexually explicit comments at fundraisers over the years.

In his October 19, 2020 piece, Mr. Ali also wrote that, on July 14, 2020, he sent Mr. Jacobs a text message confronting Mr. Jacobs about Ofc. Garza's complaint and

[16] In response to this investigator's requests, Mr. Ali initially agreed to participate in this investigation. He did not, however, show up to his scheduled interview and he thereafter did not agree to participate.

Mr. Jacobs' prior conduct toward him. **(Attachment I.)** Mr. Jacobs responded by text message, "Nothing at all is true. Nothing. It's fabricated." Mr. Ali texted Mr. Jacobs again the next day, on July 15, 2020, but Mr. Jacobs did not respond.

In the following week, news outlets published additional articles regarding Ofc. Garza's complaint and Mr. Ali's article. For example, on October 21, 2020, the LA Times published an article indicating that two more unidentified men raised concerns that Mr. Jacobs engaged in inappropriate sexual conduct. **(Attachment J.)** The article did not indicate whether the men worked as City employees. The article indicated that one man told the LA Times that, in 2012, Mr. Jacobs said to him, "If you and your boyfriend go south, give me a call," and "grabbed his buttock with a full palm and squeezed, and then lifted it" as the man was leaving a party at Mr. Jacobs' house. The article further indicated that another man, a longtime democratic strategist, told the LA Times that Mr. Jacobs tried to hug and kiss him forcibly during an event in 2019. The man stated that he used both hands to push Mr. Jacobs away but that Mr. Jacobs tried "to force an embrace."[17]

On October 23, 2020, Mr. Ali published another article about Mr. Jacobs on his website. **(Attachment K.)** In his article, Mr. Ali wrote that, according to sources, Mayor Garcetti knew of Mr. Jacobs' inappropriate conduct, but Mayor Garcetti did not do anything about it.[18] Specifically, the article indicated that sources told Mr. Ali that, throughout 2014 to 2020, multiple people warned Mayor Garcetti and Ms. Wakeland that Mr. Jacobs' involvement with the Mayor's Office could "lead to their downfall."[19]

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[17] Through the City, this investigator made a request to the LA Times that it provide the investigator's contact information to the various unnamed sources included in the LA Times articles so that they may participate in this investigation. In response, no individuals came forward to participate in this investigation or otherwise identified themselves as the unnamed sources in the LA Times articles.

[18] In his article, in addition to concerns that Mr. Jacobs engaged in inappropriate sexual conduct, Mr. Ali wrote about concerns that Mr. Jacobs "displayed abusive behavior toward colleagues" and "had questionable ethics." Thus, Mr. Ali's article lacked clarity as to whether its reference to Mayor Garcetti indicated that Mayor Garcetti did not take action to stop Mr. Jacobs from engaging in sexual conduct or from engaging in the other inappropriate conduct about which Mr. Ali wrote.

[19] As discussed in footnote 18, above, Mr. Ali's article included additional concerns of inappropriate conduct by Mr. Jacobs unrelated to sexual conduct. Thus, Mr. Ali's reference about warnings to Mayor Garcetti and Ms. Wakeland lacked clarity as to whether the warnings involved sexual conduct by Mr. Jacobs or the other inappropriate conduct about which Mr. Ali wrote.

3. [redacted] Communications

On October 30, 2020, [redacted] former [redacted][20] employee, contacted this investigator, through his counsel, [redacted] to raise complaints about Mr. Jacobs.[21] Mr. Jacobs worked as the Executive Director of [redacted] from 2009 to 2013. By email, [redacted] attorney wrote that, throughout their employment relationship, Mr. Jacobs touched [redacted] without consent, forcibly kissed [redacted] on the mouth, hugged [redacted] aggressively and made "lewd and sexually graphic comments" to [redacted] As well, the email indicated that [redacted] saw Mr. Jacobs engage in the same conduct toward others. **(Attachment L.)**

4. Alec Evans Photo

On November 20, 2020, the LA Times published an article containing a June 2017 photo in which Mr. Jacobs made an inappropriate gesture. **(Attachment M.)** The article contained a photo taken at the June 2017 US Conference of Mayors in Miami Beach, Florida. In the photo, Mr. Jacobs placed his open hand in front of the groin area of the man standing next to him, Alec Evans, Partner at Kirra Consulting. **(Attachment N.)**[22] Mayor Garcetti stood on the other side of Mr. Evans. The others in the photo were (in order after Mayor Garcetti) Joshua Perttula, President of Kirra Consulting, Gerard Orozco, Vice President of Jacobs Engineering, and Heather Repenning, Metropolitan Water District Board of Directors.

Additionally, the same November 20, 2020 LA Times article indicated that three former City employees, who declined to be named, provided the photo to the LA Times through their counsel.[23] **(Attachment M.)** The article indicated that the three former City

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[20] [redacted]

[21] In response to this investigator's requests, [redacted] initially agreed to participate in this investigation. However, prior to his interview, [redacted] declined to participate.

[22] The LA Times article did not identify Mr. Evans and blurred his face in the photo it published. **(Attachment M.)** This investigation received a copy of the unedited photo, which identified Mr. Evans. **(Attachment N.)**

[23] This investigation received unconfirmed information that the three former City employees were potentially Mr. Casas, Suzanne Emmerling, former Communications Director, and Naomi Seligman, former Communications Director. As discussed in footnote 29, below, Mr. Casas did not agree to participate in this investigation. Additionally, in response to this investigator's requests, Ms. Emmerling and Ms. Seligman also did not agree to participate in this investigation.

employees told the LA Times that, since 2017, "at least a dozen people close to [Mayor] Garcetti" shared the photo. The LA Times article further indicated that the three former City employees never raised their concerns about Mr. Jacobs' inappropriate sexual conduct directly to Mayor Garcetti. But, two of the three former City employees stated that they told Ms. Guerrero that a major reason behind their departure from Mayor Garcetti's office was because Mr. Jacobs "made working there unbearable."[24]

C. LAPD Witness Accounts

1. Anthony Ares' Account

Anthony Ares, Police Officer, began working for the City in 1997. Ofc. Ares joined the mayor's security detail in 2010. Ofc. Ares's reports to Shawna Green, Sergeant.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ofc. Ares was friends with Ofc. Garza and knew him for over twenty years, since 1998 or 1999. They first worked together early in their careers. They had a great relationship. Ofc. Ares and Ofc. Garza used to have a closer friendship but went their separate ways when they had children and formed their respective families.

In 2013, Ofc. Ares and Ofc. Garza began working together again on Mayor Garcetti's security detail. Although occasional shift changes occurred, Ofc. Ares primarily worked on the night shift while Ofc. Garza worked on the day shift. Approximately two to three times a month, Ofc. Ares partnered with Ofc. Garza. However, periods occurred for a span of months when Ofc. Ares did not partner with Ofc. Garza. Thus, most of Ofc. Ares interactions with Ofc. Garza on the security detail occurred during the approximately thirty-minute period when their shifts overlapped.

Similarly, Ofc. Ares had a good work relationship with Mr. Jacobs. From 2013 to 2016, when Mr. Jacobs was a City employee, Ofc. Ares saw Mr. Jacobs daily in passing. Mr. Jacobs had an office down the hall from where the security detail sat. When Ofc. Ares saw Mr. Jacobs, they engaged in greetings and small talk. Mr. Jacobs was "all business" so the interactions were always cordial. However, since Ofc. Ares worked on

[24] In addition to concerns that Mr. Jacobs engaged in inappropriate sexual conduct, the LA Times article indicated that unidentified former City employees also identified that Mr. Jacobs engaged in "bullying" and "aggressive behavior." Thus, the article lacked clarity as to whether, when speaking to Ms. Guerrero, the former City employees were referring to Mr. Jacobs engaging in sexual conduct or engaging in the other non-sexual inappropriate conduct the article referenced. **(Attachment M.)**

the night shift, which began around 1 p.m. or 2 p.m., he missed most of the earlier daytime office exchanges.

Since 2016, after Mr. Jacobs left City employment, Ofc. Ares did not see Mr. Jacobs as often. Ofc. Ares saw Mr. Jacobs at fundraisers and political and networking events to which he accompanied Mayor Garcetti. Sometimes, Ofc. Ares did not see Mr. Jacobs for one- or two-month spans. When Ofc. Ares saw Mr. Jacobs, they engaged in small talk and caught up with one another.

b) Inappropriate Touching

Mr. Jacobs never inappropriately touched Ofc. Ares. Mr. Jacobs never squeezed Ofc. Ares' arm, rubbed his shoulders or massaged him. Mr. Jacobs also never kissed Ofc. Ares on the cheek or the mouth. As well, Ofc. Ares never saw Mr. Jacobs inappropriately touch anyone else, such as squeezing, massaging or kissing. Mr. Jacobs gave handshakes to Ofc. Ares, which was appropriate.

Mr. Jacobs hugged Ofc. Ares and others at times, but not inappropriately. The hugs were mutual. They consisted of a handshake, a forward lean at a canted angle and placing the free left arm around the other person's shoulder. The hugs were quick and not prolonged. It was never a two-arm hug. Mr. Jacobs' chest also did not touch the other person's chest. Ofc. Ares gave the same type of hugs to people all the time, including to Ofc. Garza multiple times.

Ofc. Ares never saw Mr. Jacobs kiss anybody, including Mr. Jacobs' former partner, Mr. Kadlec. Ofc. Ares met Mr. Kadlec at an event. Ofc. Ares did not recall the specific exchange, but Mr. Jacobs likely introduced Mr. Kadlec to Ofc. Ares as his then-partner.

c) Inappropriate Comments

Ofc. Ares never heard Mr. Jacobs say anything that Ofc. Ares felt was inappropriate. For example, Ofc. Ares did not hear Mr. Jacobs make any sexual innuendos or jokes to Ofc. Ares or to anyone else. Ofc. Ares also never heard from others that Mr. Jacobs made inappropriate comments.

Ofc. Ares also never heard Mr. Jacobs make inappropriate comments about appearance or physique. Ofc. Ares never heard Mr. Jacobs make comments to the effect of, "You're so strong and handsome." Ofc. Ares also never heard Mr. Jacobs comment, "Your muscles are so tight," or other comments about a person's physique. As well, Ofc. Ares never heard Mr. Jacobs say anything like, "I love me my strong LAPD officers."

Additionally, Ofc. Ares never heard Mr. Jacobs make explicitly sexual comments, such as comments about his lovers or his lover's penis or sex. Ofc. Ares also never heard Mr. Jacobs say, "You guys ready to fuck without KY because we're going to fuck some people over tonight."

d) Specific Events and Trips

Ofc. Ares went on multiple trips with Mayor Garcetti on which Mr. Jacobs was also present. Ofc. Ares did not recall the specific details of the trips due to the numerosity. The last trip on which he accompanied Mayor Garcetti that Mr. Jacobs also attended was to Las Vegas, Nevada. Ofc. Ares did not recall accompanying Mayor Garcetti on any trips that Ofc. Garza and Mr. Jacobs both attended, but he possibly did.

In February 2014, Ofc. Ares attended the fitness event to celebrate Mayor Garcetti's birthday. Ofc. Ares did not participate in the event because he worked that day as Mayor Garcetti's security detail. Ofc. Ares did not recall whether Ofc. Garza or Mr. Jacobs attended the event.

e) Concerns about Mr. Jacobs' Conduct

Ofc. Ares never heard anyone raise concerns about Mr. Jacobs' behavior being concerning or inappropriate. As well, Ofc. Ares never heard Mayor Garcetti discuss concerns about Mr. Jacobs' conduct. Ofc. Ares also did not hear anyone call Mr. Jacobs "a pig" or apologize for Mr. Jacobs' behavior.

f) Ofc. Garza's Complaint

Ofc. Garza's complaint shocked Ofc. Ares. Ofc. Ares learned about Ofc. Garza's complaint through a news article in summer 2020. Ofc. Ares did not know that Ofc. Garza had any difficulties or that Ofc. Garza was unhappy. Prior to his complaint, Ofc. Garza never raised any concerns to Ofc. Ares about Mr. Jacobs' conduct. Ofc. Ares also never heard from others that Ofc. Garza raised concerns about Mr. Jacobs.

Approximately four days before Ofc. Ares learned of Ofc. Garza's complaint, Ofc. Garza called Ofc. Ares. Ofc. Ares was in his car, driving to work for the night shift. During the call, Ofc. Garza said that he was not going to return to the security detail because he was upset with Mayor Garcetti. Ofc. Garza said he was upset that Mayor Garcetti said something to the media about LAPD police officers being murderers.[25] Ofc. Garza continued to say that police officers were unsafe and that he could no longer work with

[25] On June 4, 2020, Mayor Garcetti spoke at the First African Methodist Episcopal Church in Los Angeles regarding the Black Lives Matter and George Floyd social justice movements. Founded in 2013, Black Lives Matter was a political and social movement protesting police brutality and racially motived violence against black people. The George Floyd protests were a series of police brutality protests that began in May 2020. During his speech, Mayor Garcetti said, "[Reform] starts someplace, and we say we are going to be who we want to be, or we're going to continue being the killers that we are." https://www.latimes.com/california/story/2020-06-05/la-police-union-angry-garcetti-killers-comment

someone like Mayor Garcetti. Ofc. Ares tried to calm Ofc. Garza and tell him to think about all the benefits of the security detail assignment. Ofc. Garza remained adamant that he would not return to the security detail. Ofc. Garza did not say anything about Mr. Jacobs or inappropriate conduct during the call.

Ofc. Ares did not know whether Ofc. Garza's complaint about Mr. Jacobs was true. However, Ofc. Ares never saw or heard that Mr. Jacobs engaged in the conduct that Ofc. Garza identified, and Ofc. Ares did not believe that Mr. Jacobs did so. Further, Ofc. Ares believed that if Ofc. Garza experienced the conduct identified, Ofc. Garza would have told Ofc. Ares or someone else at the time. Ofc. Garza was not a quiet person.

2. Enrique Becerra's Account

Enrique Becerra, Police Officer, began working for the City in the LAPD in 1995. In 2013, Ofc. Becerra joined former Mayor Antonio Villaraigosa's security detail. Four months later, Mayor Garcetti assumed office and Ofc. Becerra remained on Mayor Garcetti's security detail. Ofc. Becerra reports to Sgt. Green.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ofc. Becerra had a good work relationship with Ofc. Garza. They both worked on the day shift and worked together approximately two to four times a week. They were not personal friends outside of work. Ofc. Becerra only saw Ofc. Garza out of work at group events, like holiday gatherings or luncheons.

Ofc. Becerra did not socialize with Ofc. Garza one-on-one. Rather, Ofc. Becerra kept his distance from Ofc. Garza after an incident when Ofc. Garza was untruthful. Many years ago, Ofc. Garza asked Ofc. Becerra to switch shifts because of a family matter. Ofc. Becerra had a family event that day but agreed to switch shifts. Afterward, Ofc. Becerra learned Ofc. Garza gave an untrue reason for why he needed to switch shifts. Trust was everything to Ofc. Becerra, so from that point forward Ofc. Becerra was careful with Ofc. Garza.

Ofc. Becerra did not know if Ofc. Garza was particularly close with other security detail members. He also did not know whether other members liked or disliked Ofc. Garza.

Ofc. Becerra had a professional work relationship with Mr. Jacobs. From 2013 to 2016, Ofc. Becerra only interacted with Mr. Jacobs in the mornings or when Mr. Jacobs walked by the security detail. The interactions only involved pleasantries and small talk, such as asking about each other's weekends or talking about Ofc. Becerra's children.

From 2016 to 2019, Ofc. Becerra saw Mr. Jacobs infrequently. Ofc. Becerra only saw Mr. Jacobs when an event occurred at Mr. Jacobs' house or if Mr. Jacobs accompanied Mayor Garcetti on a trip. The interactions with Mr. Jacobs were brief. Generally,

Mr. Jacobs greeted Ofc. Becerra, shook his hand, gave him a hug and asked about his family.

b) Inappropriate Touching

Ofc. Becerra did not see or hear that Mr. Jacobs engaged in inappropriate conduct or made inappropriate comments, such as sexual comments or jokes, toward Ofc. Garza or anyone else. Ofc. Garza had the same quality and quantity of interactions with Mr. Jacobs as Ofc. Becerra did.

Mr. Jacobs also did not touch Ofc. Becerra inappropriately. Mr. Jacobs did not squeeze Ofc. Becerra's arms or shoulders. He did not kiss Ofc. Becerra on the cheek or on the mouth. Ofc. Becerra also never saw Mr. Jacobs engage in inappropriate touching with anybody.

Mr. Jacobs hugged Ofc. Becerra occasionally, but the hugs were appropriate. The hugs typically followed a firm handshake. Mr. Jacobs always gave a handshake in greeting but did not always follow it with a hug. Mr. Jacobs' hugs were similar to the types of hugs Ofc. Becerra gave his father—a nice, big two-arm hug. The hugs did not make Ofc. Becerra uncomfortable. Mr. Jacobs also gave the handshake and then hug to a couple of the other security detail members. Ofc. Becerra never saw Mr. Jacobs hug Ofc. Garza.

c) Inappropriate Comments

Ofc. Becerra never heard Mr. Jacobs make inappropriate comments. Ofc. Becerra also never heard Mr. Jacobs compliment someone's physique or outfit. For example, Ofc. Becerra never heard Mr. Jacobs say to the effect, "You're so strong and handsome," "Your muscles are so tight" or "I love me my LAPD officers."

Ofc. Becerra also did not hear Mr. Jacobs make sexual comments. He never heard Mr. Jacobs say anything like "My name is Rick Jacobs, but you can call me Dick," or "You guys ready to fuck without KY because we're going to fuck some people over tonight." Ofc. Becerra also did not recall hearing Mr. Jacobs using expletives, like "fuck."

d) Specific Events and Trips

Ofc. Becerra went on multiple out-of-town trips as part of his duties on Mayor Garcetti's security detail. Mr. Jacobs also attended some of those trips. For example, Ofc. Becerra accompanied Mayor Garcetti to Minnesota and Mr. Jacobs also attended the trip (Ofc. Becerra did not recall when). Ofc. Lara was Ofc. Becerra's partner for the trip. Ofc. Becerra also accompanied Mayor Garcetti to Oklahoma, a trip that Mr. Jacobs attended, as well (Ofc. Becerra did not recall when). Ofc. Becerra's partner was Ofc. Lara for that trip, too.

Ofc. Becerra also accompanied Mayor Garcetti on trips when Ofc. Garza was his partner. However, Ofc. Becerra did not recall any trips he went on with both Ofc. Garza and Mr. Jacobs.

Ofc. Becerra did not attend the February 2014 fitness event to celebrate Mayor Garcetti's birthday.

Ofc. Becerra did not recall attending any of the 2019 political events that Ofc. Garza identified.

e) Concerns about Mr. Jacobs' Conduct

Ofc. Becerra never heard Mayor Garcetti or anyone else raise any concerns about Mr. Jacobs' conduct. Ofc. Becerra also never heard anyone call Mr. Jacobs "a pig" or apologize for his behavior because it was inappropriate.

f) Ofc. Garza's Complaint

Ofc. Becerra did not know why Ofc. Garza raised his complaint. Ofc. Becerra did not know anything about Ofc. Garza's personal life. Rather, he learned about Ofc. Garza's complaint through an LA Times news article in summer 2020. The news article blindsided Ofc. Becerra. He was not aware of any of the conduct Ofc. Garza identified in his complaint.

Ofc. Becerra never heard Ofc. Garza raise any concerns about Mr. Jacobs' conduct. Ofc. Garza's complaint surprised Ofc. Becerra. Ofc. Becerra could not believe Ofc. Garza's complaints because Ofc. Becerra never heard any complaints about it and, as a police officer, Ofc. Becerra could read people. Further, Ofc. Becerra never had the sense, or saw anything to suggest, that Mr. Jacobs engaged in inappropriate conduct of the kind about which Ofc. Garza complained.

3. Shawna Green's Account

Shawna Green, Sergeant, began working for the City in the LAPD in 1997. Since March 2020, Sgt. Green reports to Dominic Choi, Deputy Chief. Prior to that, Sgt. Green reported to Armando Perez, former Lieutenant.

Following her promotion to sergeant in 2012, Sgt. Green began to supervise the mayor's security detail. Prior to promoting and becoming a supervisor, Sgt. Green worked as a security detail member. Sgt. Green, however, was never a regular member of Mayor Garcetti's security detail. However, she occasionally covered officers' shifts.

Ofc. Garza's complaint shocked and surprised Sgt. Green. His complaint had no basis. Sgt. Green did not believe Ofc. Garza's complaint because she never saw or heard any of the conduct Ofc. Garza identified. If any of the conduct about which Ofc. Garza complained occurred, Sgt. Green would have learned about it.

Additionally, Ofc. Garza never raised any concerns about Mr. Jacobs prior to his 2020 complaint. Sgt. Green believed that Ofc. Garza was the type of person who would raise concerns, but she did not know.

a) Relationship with Ofc. Garza and Mr. Jacobs

Sgt. Green had a work relationship with Ofc. Garza. She supervised Ofc. Garza when he worked on Mayor Garcetti's security detail. During that time, Sgt. Green had regular contact with Ofc. Garza and spoke to him often, sometimes daily depending on their schedules. Sgt. Green also occasionally worked with Ofc. Garza when she needed to cover another officer's shift. They sometimes engaged in small talk. However, theirs was just a work relationship. Sgt. Green did not engage with Ofc. Garza or the other security detail members outside of work.

Sgt. Green also had a work relationship with Mr. Jacobs. From 2013 to 2016, Mr. Jacobs was a City employee and member of senior staff. But he did not have any supervisory authority over Sgt. Green, so she treated him like any other employee. They had a normal work relationship. They engaged in small talk but nothing more. They typically interacted once or twice a week.

Since 2016, Mr. Jacobs no longer worked as a City employee. However, the nature of Sgt. Green's interactions with him remained the same. She continued to interact with him as a member of Mayor Garcetti's team. The frequency of their interactions varied, however, depending on the month and the day of the week.

b) Inappropriate Touching

Sgt. Green did not see Mr. Jacobs engage in any inappropriate touching or touching that upset anyone. Mr. Jacobs was a friendly, colorful and high energy person, and his touching was nothing out of the ordinary or inappropriate. For example, Mr. Jacobs gave handshakes. Although Sgt. Green did not recall Mr. Jacobs hugging her, he possibly did.

Other than handshakes, Sgt. Green did not see Mr. Jacobs engage in any touching. Sgt. Green did not recall seeing Mr. Jacobs squeeze people's arms, shoulders or muscles. She also did not see Mr. Jacobs kiss anyone. It possibly happened, but nothing stuck out in her memory.

Sgt. Green accompanied Mayor Garcetti to events that Mr. Jacobs also attended. She did not see Mr. Jacobs engage in inappropriate conduct at the events. Sgt. Green also did not see Mr. Jacobs do anything uncomfortable or that appeared unwanted.

c) Inappropriate Comments

Sgt. Green never heard Mr. Jacobs make any inappropriate or overly personal comments. Sgt. Green also never heard Mr. Jacobs make any sexually suggestive or explicit comments, such as comments about his sex life or sexual preferences.

As well, Sgt. Green never heard Mr. Jacobs make any comments about a person's appearance. She never heard Mr. Jacobs make comments like, "You're so strong and handsome." Similarly, Sgt. Green never heard Mr. Jacobs make any comments about a person's physique, including, "Your muscles are so tight."

Sgt. Green also never heard Mr. Jacobs make comments to the effect of, "I love me my strong LAPD officers."

d) Specific Events and Trips

In February 2014, Sgt. Green participated in the fitness event to celebrate Mayor Garcetti's birthday. Sgt. Green was on Mayor Garcetti's team. Ofc. Garza was on a different team. Sgt. Green did not recall who was on Ofc. Garza's team. Sgt. Green did not recall whether Mr. Jacobs attended the event.

Sgt. Green occasionally accompanied Mayor Garcetti on trips, some of which included Mr. Jacobs. Sgt. Green could not recall going on any trips with both Ofc. Garza and Mr. Jacobs.

Sgt. Green did not go on any of the trips identified in Ofc. Garza's complaint. She also did not go on the May 2017 Washington D.C. trip or to the June 2017 US Conference of Mayors in Miami Beach.

Sgt. Green attended some 2019 political events, but she did not have any specific recollections about them. Sgt. Green attended an event with President Biden but did not recall it being at a taco restaurant. As well, Sgt. Green did not recall Ofc. Garza working that day. However, Ofc. Garza possibly went to the event or Sgt. Green possibly was thinking of a different event with President Biden.

Sgt. Green also went to an event with Mr. Buttigieg, but she did not recall the specifics of the event. She also did not recall whether Ofc. Garza worked at the event she worked.

Sgt. Green did not attend any events with Mr. Castro or Senator Booker.

e) Concerns about Mr. Jacobs' Conduct

Sgt. Green never heard any staff raise concerns about Mr. Jacobs. She also never heard Mayor Garcetti talk about Mr. Jacobs' behavior or say that Mr. Jacobs engaged in

inappropriate behavior. Sgt. Green also never heard anyone call Mr. Jacobs "a pig" or apologize for Mr. Jacobs' behavior.

4. Ralph Lara's Account

Ralph Lara, Police Officer, began working for the City in the LAPD in 1995. In 2011, Ofc. Lara joined former Mayor Villaraigosa's security detail. Ofc. Lara remained on the detail when Mayor Garcetti assumed office. Ofc. Lara reports to Sgt. Green.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ofc. Lara had a professional relationship with Ofc. Garza. They were not friends outside of work. Ofc. Lara worked only occasionally with Ofc. Garza. They knew each other for a few years, but they did not work on the same assignments while in patrol. On Mayor Garcetti's security detail, Ofc. Lara primarily worked on the night shift whereas Ofc. Garza worked on the day shift. For the most part, Ofc. Lara had short conversations with Ofc. Garza when he relieved Ofc. Garza from the day shift.

Everyone in the security detail got along, but Ofc. Garza did not appear to have a close relationship with the other security detail members. Ofc. Lara opined that Ofc. Garza possibly was not close with the others due to their age differences. However, no one disliked Ofc. Garza. Because the security detail consisted of only eight members, Ofc. Lara would know if someone disliked Ofc. Garza.

Ofc. Lara had a friendly relationship with Mr. Jacobs. From 2013 to 2016, when Mr. Jacobs was a City employee, Ofc. Lara had minimal interactions with Mr. Jacobs. Ofc. Lara typically began his shift at 2 p.m., so he only occasionally saw Mr. Jacobs in the halls. They greeted each other but usually did not spend any time together in the same room.

Ofc. Lara became more familiar with Mr. Jacobs after Mr. Jacobs ended his City employment. Since 2016, Ofc. Lara saw Mr. Jacobs once or twice a month. Ofc. Lara accompanied Mayor Garcetti to multiple events of which Mr. Jacobs appeared to be in charge. Mr. Jacobs was a kind man. Mr. Jacobs was always nice to the security detail during the events. For example, at events at Mr. Jacobs' house, the security detail waited outside. However, Mr. Jacobs invited the security detail inside and ensured they had plates of food to eat. As well, Mr. Jacobs checked on the security detail and made sure they were okay.

b) Inappropriate Touching

Mr. Jacobs never inappropriately touched Ofc. Lara, such as squeezing Ofc. Lara's arms or shoulders. Mr. Jacobs occasionally hugged Ofc. Lara, but the hugs were appropriate. Mr. Jacobs gave "bro-hugs," in which he gave a handshake and then a one-arm hug. Mr. Jacobs never gave Ofc. Lara two-arm hugs. The hugs were brief. Typically,

Mr. Jacobs gave Ofc. Lara hugs as a greeting when Ofc. Lara picked up Mayor Garcetti and Mr. Jacobs from the airport. Ofc. Lara did not think anything of the hugs.

Ofc. Lara also never saw Mr. Jacobs inappropriately touch others. For example, Ofc. Lara never saw Mr. Jacobs kiss anyone, whether on the cheek or the mouth. Mr. Jacobs attended some events with Mr. Jacobs' former partner, Mr. Kadlec, and Ofc. Lara also did not see them kiss. Ofc. Lara also never saw Mr. Jacobs squeeze anyone's arms or shoulders.

c) Inappropriate Comments

Ofc. Lara never heard Mr. Jacobs make inappropriate comments. And, he never heard from others that Mr. Jacobs made inappropriate comments. More specifically, Ofc. Lara never heard Mr. Jacobs say words to the effect of, "You're so strong and handsome," or "Your muscles are so tight." Ofc. Lara also never heard Mr. Jacobs make crude or sexual jokes or comments, such as comments about his young gay lover, his lover's penis or similar comments. The comments that Ofc. Garza attributed to Mr. Jacobs surprised Ofc. Lara.

However, Ofc. Lara heard Mr. Jacobs say, "I love my LAPD." He made the comment after a long day of work while parting ways. There was nothing weird or inappropriate about the comment. The comment was akin to a thank you and goodbye.

As well, Mr. Jacobs made comments about people's attire. Mr. Jacobs was a sharp dresser and took notice when others dressed well. Mr. Jacobs said, for example, "That's a good-looking suit," and then asked where the wearer purchased the suit. It was a matter-of-fact comment and not inappropriate or uncomfortable.

d) Specific Events and Trips

Ofc. Lara accompanied Mayor Garcetti on several out-of-town trips, some of which Mr. Jacobs also attended. However, Ofc. Lara did not recall Ofc. Garza also attending those trips. Ofc. Lara only recalled attending one trip with Ofc. Garza, sometime before 2018, to San Francisco, California. Ofc. Lara recalled the trip because someone broke into their rental car and stole Ofc. Lara's luggage. Mr. Jacobs did not attend the trip, or if he did, he did not arrive at the airport at the same time as Mayor Garcetti.

Ofc. Lara participated in the 2014 fitness event to celebrate Mayor Garcetti's birthday. He did not recall who was on his team. He recalled Ofc. Garza at the event, but he was on a separate team. Ofc. Lara did not recall Mr. Jacobs at the event.

Ofc. Lara was not present at the 2019 political events Ofc. Garza identified in his complaint.

e) Concerns about Mr. Jacobs' Conduct

Ofc. Lara never heard others talk about Mr. Jacobs doing or saying anything inappropriate. He also never heard Mayor Garcetti or any of Mayor Garcetti's senior leadership raise concerns about Mr. Jacobs. Ofc. Lara also did not hear anyone call Mr. Jacobs "a pig" or apologize for his behavior.

Ofc. Lara did not hear staffers raise any concerns about Mr. Jacobs' conduct being inappropriate. However, Ofc. Lara heard from staffers that Mr. Jacobs was difficult to work for. Younger staffers feared Mr. Jacobs because he was "the boss." He was also very specific and serious.

f) Ofc. Garza's Complaint

Ofc. Garza's June 2020 complaint shocked Ofc. Lara. Other than in Ofc. Garza's complaint, Ofc. Lara never heard Ofc. Garza raise concerns about Mr. Jacobs' behavior as questionable, uncomfortable or inappropriate. Ofc. Lara believed that if Ofc. Garza experienced this type of conduct, he would have said something before.

Ofc. Lara did not see Ofc. Garza after he took a leave in October 2019, so Ofc. Lara checked on him about once a month. Ofc. Lara typically called Ofc. Garza when the monthly security detail shift schedule came out. During those phone conversations, Ofc. Garza never raised any concerns about Mr. Jacobs.

Ofc. Lara last spoke to Ofc. Garza in summer 2020. About a week before the news article about Ofc. Garza's complaint was published, Ofc. Garza called Ofc. Lara and said that he was not returning to Mayor Garcetti's security detail. Ofc. Lara did not recall the specifics of the conversation, but Ofc. Garza was angry about something he saw Mayor Garcetti say on television regarding the Black Lives Matter movement and defunding the police. Ofc. Lara tried to tell Ofc. Garza to turn off the news and return to work. But, it sounded as though Ofc. Garza made up his mind. Ofc. Garza did not say anything about Mr. Jacobs during the conversation.

Ofc. Lara opined that Ofc. Garza raised his complaint in response to Mayor Garcetti's stance on the anti-police movement. Ofc. Lara believed that Ofc. Garza watched too much news during his leave and became worked up against Mayor Garcetti. Ofc. Lara further opined that Ofc. Garza did not have any issues with Mr. Jacobs' conduct until an opportunity arose for a complaint to benefit Ofc. Garza. As well, Ofc. Lara heard, but did not personally know, of others coming up with silly lawsuits, such as filing suit because someone "looked at me mean." Ofc. Lara opined that Ofc. Garza possibly filed such a suit in this case.

5. Dennis O'Sullivan's Account

Dennis O'Sullivan, former Police Officer, worked for the City in the LAPD from December 1989 until his retirement in November 2018. In 2010, Ofc. O'Sullivan joined the mayor's security detail, during former Mayor Villaraigosa's administration. At the time of his retirement, Ofc. O'Sullivan reported to Lt. Perez and Sgt. Green.

a) Relationship with Ofc. Garza and Mr. Jacobs

From 2013 through 2018, Ofc. O'Sullivan worked with Ofc. Garza in the security detail. Ofc. O'Sullivan primarily worked on the night shift whereas Ofc. Garza primarily worked the day shift, so they did not work together often. Ofc. O'Sullivan worked with Ofc. Garza approximately one to two times a month. Occasionally, Ofc. O'Sullivan worked with Ofc. Garza more frequently, such as when Ofc. O'Sullivan worked on the day shift for a month. Ofc. Garza and Ofc. O'Sullivan also sometimes traveled together with Mayor Garcetti. Ofc. Garza and Ofc. O'Sullivan also saw each other during the overlapping period between the day and night shifts.

Ofc. O'Sullivan had a cordial work relationship with Ofc. Garza. However, Ofc. O'Sullivan did not like Ofc. Garza and was not friends with him outside of work. Ofc. Garza had a "know-it-all attitude," which Ofc. O'Sullivan did not like. As well, Ofc. Garza was lazy and only considered himself. For example, if a police officer asked Ofc. Garza to switch shifts, Ofc. Garza said that he could not because he needed to work overtime at nights—i.e., work at Dodger Stadium on game nights. However, Ofc. Garza did not consider if the other police officer also wanted to work overtime.

Ofc. O'Sullivan had a professional work relationship with Mr. Jacobs. Mr. Jacobs worked closely with Mayor Garcetti. In 2013, after Mayor Garcetti assumed office, Mr. Jacobs became a Deputy Chief of Staff and had an office on the same floor as Mayor Garcetti. In about 2016, Mr. Jacobs stopped working as the Deputy Chief of Staff. Instead, Mr. Jacobs began working for the Mayor's Fund for Los Angeles, a non-profit organization. He no longer worked at City Hall but continued to work at Mayor Garcetti's house. Mr. Jacobs also traveled with Mayor Garcetti often, particularly during election years. Mr. Jacobs also accompanied Mayor Garcetti on various trips, during which Mr. Jacobs arranged additional events on Mayor Garcetti's schedule.

Throughout 2013 to 2018, Ofc. O'Sullivan had multiple interactions with Mr. Jacobs, all of which were professional. Typically, Ofc. O'Sullivan and Mr. Jacobs exchanged greetings and chatted about Ofc. O'Sullivan's job and various other assignments. Mostly, however, Mr. Jacobs was on his phone when Ofc. O'Sullivan saw him. Ofc. O'Sullivan used to joke with Mr. Jacobs that his phone was glued to his ear. Additionally, the security detail often had long shifts without breaks, so Mr. Jacobs occasionally asked whether the police officers on duty were okay and if they needed coffee or a break.

b) Inappropriate Touching

Ofc. O'Sullivan never saw or heard that Mr. Jacobs engaged in inappropriate conduct. Ofc. Garza also did not raise any concerns to Ofc. O'Sullivan about Mr. Jacobs engaging in any inappropriate conduct. Ofc. O'Sullivan did not hear any concerns about Mr. Jacobs' conduct from anyone until Ofc. Garza's 2020 complaint.

More specifically, Ofc. O'Sullivan never saw Mr. Jacobs engage in any inappropriate touching. Mr. Jacobs never gave Ofc. O'Sullivan any shoulder rubs, back rubs or arm squeezes. As well, Ofc. O'Sullivan never saw Mr. Jacobs kiss anyone. Ofc. O'Sullivan also never saw or heard that Mr. Jacobs gave shoulder rubs, back rubs, arm squeezes or kisses to anyone else.

Mr. Jacobs hugged people but not inappropriately. Mr. Jacobs gave "bro-hugs," which consisted of a handshake and then a slight lean forward and a pat on the back with the other hand. Mr. Jacobs gave Ofc. O'Sullivan handshakes and "bro-hugs." Mr. Jacobs commonly gave this greeting, although it did not happen all the time. Mr. Jacobs also gave "bro-hugs" to Ofc. Ares and Ofc. Lara. The hugs did not linger and did not last longer than normal.

Additionally, if Ofc. O'Sullivan was not comfortable with Mr. Jacobs' hugs, he could have told Mr. Jacobs that. Ofc. O'Sullivan believed that if he expressed that he did not like Mr. Jacobs' conduct, Mr. Jacobs would have stopped giving hugs and only give handshakes. Moreover, Mayor Garcetti also gave "bro-hugs," although not as frequently as Mr. Jacobs did.

c) Inappropriate Comments

Ofc. O'Sullivan never heard Mr. Jacobs make inappropriate comments. Ofc. O'Sullivan never heard Mr. Jacobs say to anyone, including Ofc. O'Sullivan, "You're so handsome" or "You're so strong." Ofc. O'Sullivan also did not hear Mr. Jacobs say, "I love my LAPD officers." Rather, Mr. Jacobs said, "Thank you guys for doing what you are doing and taking care of the mayor."

Ofc. O'Sullivan also never heard Mr. Jacobs make sexual comments. Although Mr. Jacobs sometimes talked about his then-partner, Mr. Kadlec, who Ofc. O'Sullivan once met at an event, Mr. Jacobs did not make any sexual comments about Mr. Kadlec or his personal life. For example, Ofc. O'Sullivan never heard Mr. Jacobs talk about his "young gay lover," having "rough sex with his gay partners" or being attracted to younger men.

d) 2016 Phoenix Trip

Ofc. O'Sullivan was Ofc. Garza's partner on the March 2016 Phoenix trip. Ofc. O'Sullivan was the advance officer for the trip, so he flew to Phoenix ahead of Mayor Garcetti and

the group. Ofc. O'Sullivan was sometimes in the car with Mayor Garcetti, Ofc. Garza and Mr. Jacobs during the trip. Ofc. O'Sullivan did not see Mr. Jacobs massage Ofc. Garza or make any inappropriate comments.

The evening of the overnight stay, Ofc. Garza and Ofc. O'Sullivan went to the hotel bar together to order food. Mayor Garcetti's schedule concluded for the day and he retired to his hotel room. Ofc. Garza and Ofc. O'Sullivan went to the bar at around 9 p.m. and ordered food and beer.

On the way to the bar, they saw Mr. Jacobs sitting at a table in the lobby, outside of the bar area. Mr. Jacobs had his computer and notebook out. Mr. Jacobs appeared to be working because he had his earpiece in his ear. Ofc. O'Sullivan walked over to Mr. Jacobs to ask whether Mr. Jacobs wanted to eat with them. Mr. Jacobs was on the phone and he waved Ofc. O'Sullivan away.

Ofc. Garza and Ofc. O'Sullivan sat at the bar together and ate for approximately an hour. After eating, Ofc. Garza and Ofc. O'Sullivan returned to the hotel room they shared. Ofc. O'Sullivan did not recall what he and Ofc. Garza did in the hotel room. They likely watched some television before going to sleep. Ofc. O'Sullivan did not believe that Ofc. Garza left the hotel room again that night. Ofc. Garza snored loudly, so Ofc. O'Sullivan likely did not sleep well that night. If Ofc. Garza left the hotel room again that night, Ofc. O'Sullivan would have known.

The next day, Ofc. Garza and Ofc. O'Sullivan accompanied Mayor Garcetti to the events on his schedule. Afterward, they went to the airport. There was a flight delay and Ofc. O'Sullivan needed to switch his flight. He flew back to Los Angeles on a different flight than the rest of the group.

e) Other Specific Events and Trips

In February 2014, Ofc. O'Sullivan participated in the fitness event to celebrate Mayor Garcetti's birthday. Ofc. O'Sullivan was on a team of four or five people that competed against Mayor Garcetti's team. Ofc. O'Sullivan did not recall who else was on his team. He did not believe Ofc. Garza was on his team. Mr. Jacobs was also present at the event but did not participate on a team. Mr. Jacobs drove teams from one location to the next. However, Mr. Jacobs did not drive Ofc. O'Sullivan's team.

Ofc. O'Sullivan did not attend any of the 2019 political events Ofc. Garza identified in his complaint. Ofc. O'Sullivan retired before those events occurred.

f) Concerns about Mr. Jacobs' Conduct

Ofc. O'Sullivan never heard anyone, including Mayor Garcetti, discuss concerns about Mr. Jacobs' conduct. As well, he did not hear Ms. Wakeland or any of Mayor Garcetti's staff, such as the executive officers, raise concerns about Mr. Jacobs' conduct.

Ofc. O'Sullivan also did not hear any of Mayor Garcetti's staff apologize for Mr. Jacobs' conduct or call Mr. Jacobs "a pig."

g) Ofc. Garza's Complaint

Ofc. O'Sullivan believed that Ofc. Garza filed a false complaint and had ulterior motives for filing his complaint against Mr. Jacobs and Mayor Garcetti.

First, Ofc. O'Sullivan believed that Ofc. Garza's filed a false complaint because, if Mr. Jacobs engaged in the conduct that made Ofc. Garza uncomfortable, Ofc. Garza would not have attended the parties that Mayor Garcetti threw at his house for the security detail. However, Ofc. Garza brought his wife and children to the parties and Mr. Jacobs was also present. If Ofc. Garza was uncomfortable with Mr. Jacobs' conduct, Ofc. Garza would not have brought his wife and children to events Mr. Jacobs also attended.

Second, anger over comments Mayor Garcetti made motivated Ofc. Garza's complaint. On June 7, 2020, Ofc. Garza called Ofc. O'Sullivan and said that he planned to sue the City. By that time, Ofc. O'Sullivan was retired for one year and six months. He did not talk to Ofc. Garza often. They only occasionally texted one another. Additionally, Ofc. O'Sullivan moved to Oregon following his retirement.

During the call, Ofc. Garza said he was upset by statements Mayor Garcetti made in response to the Black Lives Matter movement. The first thing Ofc. Garza said was, "Did you hear all about what the mayor is saying about the police being murderers?" Ofc. Garza had family members in the LAPD and expressed that their safety was at risk. Ofc. Garza said that he planned to sue the City because of Mayor Garcetti's statements. Ofc. Garza wanted to know if Ofc. O'Sullivan wanted to be involved in the lawsuit. Ofc. O'Sullivan told Ofc. Garza that "mayors say what mayors say" because mayors were politicians. Ofc. O'Sullivan did not want to be involved in Ofc. Garza's lawsuit.

The phone conversation only lasted a few minutes. During the call, Ofc. Garza did not mention Mr. Jacobs or any inappropriate conduct. Ofc. Garza also did not mention what he planned to sue the City for. He just sounded angry.

Later that day, Ofc. O'Sullivan called Ofc. Lara. Ofc. Lara told Ofc. O'Sullivan that Ofc. Garza also called him to discuss a potential lawsuit. Ofc. Lara also mentioned that Ofc. Garza was on medical leave for the past six to eight months due to a back injury. Ofc. Lara and Ofc. O'Sullivan talked about Ofc. Garza's potential lawsuit and his possible motives. There was no discussion about sexual conduct. Ofc. Lara and Ofc. O'Sullivan could not figure out what Ofc. Garza was thinking.

Third, money motivated Ofc. Garza's complaint. Ofc. Ares, who had a close relationship with Ofc. Garza, told Ofc. O'Sullivan that Ofc. Garza had a gambling problem. Indeed, Ofc. Garza often asked Ofc. O'Sullivan how to invest and double his money because

Ofc. Garza knew that Ofc. O'Sullivan made investments. In response, Ofc. O'Sullivan explained that investments did not work that way.

As well, Ofc. O'Sullivan believed that Ofc. Garza filed a complaint because he heard about another police officer's monetary settlement with the City. Lt. Perez previously filed a lawsuit against the City and received a large monetary settlement. Thereafter, Lt. Perez often bragged about his "million-dollar settlement."

Ofc. Garza also filed a lawsuit against the Catholic church around the same time he filed his complaint against the City. **(Attachment G.)** Ofc. O'Sullivan opined that Ofc. Garza was "twisting reality" to obtain a monetary settlement, whether it be from the City or the Catholic church.

6. Nick Ramirez' Account

Nick Ramirez, Police Officer, began working for the City in the LAPD in 1994. In 2013, Ofc. Ramirez joined the mayor's security detail when Mayor Garcetti assumed office. Ofc. Ramirez reports to Sgt. Green.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ofc. Ramirez worked with Ofc. Garza approximately one to two times a month. Typically, Ofc. Ramirez worked the night shift whereas Ofc. Garza worked the day shift. They had a two-hour overlap between the day and night shifts to allow the relieving officers to meet with the day shift officers. During those overlaps, Ofc. Ramirez had some interactions with Ofc. Garza. However, prior to Ofc. Garza's leave in October 2019, Ofc. Garza worked on the night shift for approximately three months. During that time, Ofc. Ramirez worked with Ofc. Garza more, approximately two to three times a week.

Ofc. Ramirez had a professional work relationship with Ofc. Garza. They did not have a personal relationship or socialize outside of work. They occasionally engaged in limited small talk and jokes. Ofc. Ramirez did not dislike Ofc. Garza but he was not a fan either. Ofc. Ramirez could not depend on Ofc. Garza and would not trust Ofc. Garza in a life-or-death situation.

Ofc. Ramirez was not aware of anyone in Mayor Garcetti's security detail who was close with Ofc. Garza. Everyone appeared to be strictly business with Ofc. Garza. Ofc. Ramirez also had the sense that others in the security detail did not like Ofc. Garza because Ofc. Garza was "only out for himself" and not a team player.

Throughout 2013 to 2016, when Mr. Jacobs was a City employee, Ofc. Ramirez saw Mr. Jacobs daily. Ofc. Ramirez saw him walk by in the office daily, as well as at events. Since 2016, Ofc. Ramirez continued to see Mr. Jacobs because Mr. Jacobs organized an outreach team and Ofc. Ramirez accompanied Mayor Garcetti to those events.

Ofc. Ramirez had a good relationship with Mr. Jacobs. Mr. Jacobs was a good person and they mutually respected one another. Ofc. Ramirez joked around and laughed with Mr. Jacobs.

b) Inappropriate Touching

Ofc. Ramirez never saw or heard that Mr. Jacobs engaged in inappropriate conduct. Mr. Jacobs did not touch Ofc. Ramirez inappropriately or do anything that made Ofc. Ramirez uncomfortable. More specifically, Mr. Jacobs did not massage Ofc. Ramirez' shoulders or kiss Ofc. Ramirez. Ofc. Ramirez also never saw Mr. Jacobs engage in inappropriate conduct or act overly close or friendly with others. Ofc. Ramirez also never saw Mr. Jacobs massage or kiss others.

Occasionally, however, Mr. Jacobs gave Ofc. Ramirez handshakes or pats on the back. For example, when Ofc. Ramirez picked up Mayor Garcetti and Mr. Jacobs at the airport, Mr. Jacobs greeted him with a pat on the back and said, "Hey, what's going on?" It was not inappropriate or uncomfortable.

Similarly, Mr. Jacobs sometimes gave Ofc. Ramirez hugs in greeting. For example, when Ofc. Ramirez picked him up from the airport, Mr. Jacobs hugged Ofc. Ramirez in greeting. Mr. Jacobs' hugs consisted of a handshake with one hand and then a hug with the other arm. The hugs were not forceful or lengthy. Mr. Jacobs did not give Ofc. Ramirez two-arm hugs. Additionally, Ofc. Ramirez did not see Mr. Jacobs hug Ofc. Garza.

c) Inappropriate Comments

Ofc. Ramirez never heard Mr. Jacobs say anything inappropriate or that others might perceive as inappropriate. Ofc. Ramirez did not hear Mr. Jacobs make comments such as, "You're so strong and handsome," "Your muscles are so tight" or "I love my strong LAPD officers." Ofc. Ramirez also never heard Mr. Jacobs make inappropriate or vulgar comments such as talking about sex, liking "big cocks" or being attracted to younger men.

Mr. Jacobs also did not make inappropriate jokes. Mr. Jacobs occasionally joked with Ofc. Ramirez, but Ofc. Ramirez usually initiated the jokes. The jokes were not inappropriate or disrespectful. For example, in February 2020, during a trip to Texas, Ofc. Ramirez accompanied Mayor Garcetti and Mr. Jacobs to a barbeque restaurant. Mr. Jacobs wanted Ofc. Ramirez to eat and try the food. However, Ofc. Ramirez declined, saying that he did not want to get the "meat sweats" while on the plane. Mr. Jacobs responded that he did not know what the "meat sweats" were so Ofc. Ramirez explained it to him, and Mr. Jacobs laughed. Those were the types of benign jokes that Ofc. Ramirez and Mr. Jacobs discussed.

d) 2018 Mississippi Trip

On October 5 to 6, 2018, Ofc. Ramirez accompanied Mayor Garcetti on an out-of-town trip to Mississippi. Ofc. Ramirez did not recall the specifics of the trip. Ofc. Ramirez recalled that he went to Mississippi because he reached out to a friend in Mississippi to see if he was available. However, Ofc. Ramirez did not recall if Ofc. Garza and Mr. Jacobs also attended the trip, although they possibly did.

Ofc. Ramirez did not recall seeing Mr. Jacobs massage Ofc. Garza's shoulders on the trip. As well, Ofc. Ramirez did not hear Mr. Jacobs ask Ofc. Garza if he wore Magnum large condoms. Ofc. Garza also did not tell Ofc. Ramirez that Mr. Jacobs asked him something like that.

e) Other Specific Events and Trips

Ofc. Ramirez did not attend any of the other trips or events that Ofc. Garza identified in his complaint.

f) Concerns about Mr. Jacobs' Conduct

Ofc. Ramirez never heard anyone talk about Mr. Jacobs engaging in concerning or inappropriate behavior of the kind in Ofc. Garza's complaint. Specifically, Ofc. Ramirez did not hear Mayor Garcetti, Ms. Wakeland, Ms. Guerrero, Ms. Ciardullo or Ms. Narewatt talk about or raise concerns that Mr. Jacobs engaged in inappropriate behavior. He further did not hear anyone call Mr. Jacobs "a pig" or apologize for his behavior. Additionally, Ofc. Ramirez did not have the sense that anyone on the security detail felt uncomfortable around Mr. Jacobs or did not want to be around him.

g) Ofc. Garza's Complaint

Ofc. Ramirez did not know why Ofc. Garza raised his complaint. He was surprised by it. Ofc. Garza was a "complainer" and usually vocal about things he did not like, but Ofc. Ramirez never heard Ofc. Garza say anything negative about Mr. Jacobs. Given Ofc. Garza's propensity to complain, it was unlikely that Ofc. Garza experienced the conduct about which he now complained but did not raise those concerns until now.

Ofc. Ramirez did not know Ofc. Garza to be untruthful. However, Ofc. Garza was the type of person to behave as though he had all the information. For example, if something happened in the police department, Ofc. Garza would talk as though he had all the information. However, other police officers questioned how Ofc. Garza came to know the information.

7. Lee Sands' Account

Lee Sands, Captain, began working for the City in the LAPD in 1985. He reports to Howard Leslie, Commander, and Pete Zarcone, Deputy Chief. Cpt. Sands is the captain of

the LAPD Metropolitan Division with Craig Valenzuela, Captain. Cpt. Sands joined the Metropolitan Division in December 2019.

a) Relationship with Ofc. Garza and Mr. Jacobs

Cpt. Sands infrequently interacted with Ofc. Garza, who was a police officer within the Metropolitan Division. Ofc. Garza went on leave in October 2019, whereas Cpt. Sands joined the Metropolitan Division in December 2019. At the time, Ofc. Garza worked in the mayor's security detail unit and reported to Lt. Green, who reported to Cpt. Sands. Prior to the June 17, 2020 meeting (further discussed in the subsection, below), Cpt. Sands never had a face-to-face interaction with Ofc. Garza.

Cpt. Sands did not know Mr. Jacobs and did not interact with him at work.

b) Ofc. Garza's Complaint

On June 17, 2020, at 9:30 a.m., Cpt. Sands met Ofc. Garza in person for the first time at a meeting between the two. Cpt. Sands did not know the purpose of the meeting but assumed it involved Ofc. Garza returning to duty from his leave of absence.

During the meeting, Ofc. Garza told Cpt. Sands that he did not want to return to his assignment on the mayor's security detail. Ofc. Garza said that there were things that made him uncomfortable. Ofc. Garza said that he discussed it with his wife, and they decided that the best thing was for Ofc. Garza to return to the Metropolitan Division. Cpt. Sands agreed to allow Ofc. Garza to return to the Metropolitan Division but informed Ofc. Garza that he would return to one of the four platoons within the division. There was no other option if Ofc. Garza did not want to return to the security detail. Ofc. Garza said he was okay with returning to a platoon.

Cpt. Sands asked Ofc. Garza if there was a particular reason why he did not want to return to the mayor's security detail. Ofc. Garza again said that there were things that made him uncomfortable and that he did not want to talk to him about it. Cpt. Sands asked again and Ofc. Garza said that he did not want to share. Ofc. Garza repeated that he did not feel comfortable and that he and his wife decided that returning to the Metropolitan Division was the best course of action. Ofc. Garza did not share any other details.

Ofc. Garza was being careful about what he told Cpt. Sands. Ofc. Garza did not provide any details and only provided vague information. Cpt. Sands opined that Ofc. Garza was not sharing something. The meeting lasted fifteen minutes. Ofc. Garza and Cpt. Sands were the only people in the meeting. Cpt. Sands did not take any notes during the meeting.

After the meeting, Cpt. Sands informed his supervisors, Cdr. Leslie and Chief Zarcone, about Ofc. Garza's decision and their discussion. Cpt. Sands told them that Ofc. Garza

said he felt uncomfortable but that he was evasive about why he no longer wanted to be on the mayor's security detail. Additionally, Cpt. Sands told his supervisors that he would arrange for Ofc. Garza to return to the Metropolitan Division.

A few days after the June 17, 2020 meeting, Cpt. Sands arranged a second meeting with Ofc. Garza to obtain more information. Cpt. Sands felt it was necessary to dig deeper based on what Ofc. Garza said during the first meeting. Cpt. Sands wanted more information because no one knew anything about Ofc. Garza's concerns. At that point, Wayne Song, Assistant City Attorney, began to consult LAPD on the matter.

In their second meeting, Cpt. Sands summarized what they discussed during the first meeting and told Ofc. Garza that what Ofc. Garza previously said confused and bewildered him. Cpt. Sands asked Ofc. Garza for more information because he was concerned if there were issues in the Mayor's Office.

Ofc. Garza responded that someone in the mayor's staff made inappropriate jokes while Mayor Garcetti was also present. Specifically, Ofc. Garza said that the jokes were either "homosexual in nature" or "homophobic in nature," and that the jokes made him uncomfortable. Ofc. Garza did not share the specifics of the jokes. But he said something to the effect that someone directed some of the sexual jokes at Ofc. Garza and that someone made sexual jokes and asked Ofc. Garza whether he concurred with the joke. Ofc. Garza did not identify anyone specifically who made the jokes, such as Mr. Jacobs, but only referred generally to "the mayor's staff."

As well, Ofc. Garza told Cpt. Sands that someone put his or her hands on Ofc. Garza's shoulders, which also made him uncomfortable. He did not share any other details about any touching. But, based on Ofc. Garza's comments, Cpt. Sands had the sense that multiple people on Mayor Garcetti's staff knew of the inappropriate conduct.

In response, Cpt. Sands told Ofc. Garza that the LAPD did not tolerate harassment. Cpt. Sands talked with Ofc. Garza about the different types of harassment and informed Ofc. Garza that it was unlawful. Cpt. Sands also covered the different ways in which Ofc. Garza could raise a complaint. Cpt. Sands spent a lot of time on that topic so Ofc. Garza knew that the LAPD was taking his concerns seriously and would investigate.

Ofc. Garza, however, said that he was fine and that he would take care of the matter on his own. Cpt. Sands did not understand what Ofc. Garza meant by that. Ofc. Garza said that he wanted to think about what he wanted to do. Ofc. Garza's response led Cpt. Sands to believe that Ofc. Garza was not interested in any of the remedies they discussed—i.e., filing a complaint.

During the meeting, Cpt. Sands also informed Ofc. Garza that by refusing to return to the mayor's security detail assignment, Ofc. Garza would lose the pay grade advancement it entailed. Ofc. Garza said he knew this and had no issue with losing the pay grade advancement. The meeting lasted approximately thirty to thirty-five minutes.

After the meeting, Cpt. Sands informed his supervisors about what he and Ofc. Garza discussed.

Approximately one week after the second meeting, Ofc. Garza returned to work. He returned to the Metropolitan Division and joined a platoon. Cpt. Sands did not have any communications with Ofc. Garza since the second meeting. Cpt. Sands was not involved in any of the City's additional follow-up with Ofc. Garza regarding his concern.

At some point, Cpt. Sands learned about Ofc. Garza's civil lawsuit through the media coverage. Other than from Ofc. Garza, Cpt. Sands never heard any concerns about inappropriate conduct, such as sexual jokes or inappropriate touching, in the Mayor's Office. If he heard such concerns, he would have acted.

8. Burt Strogatz' Account

Burt Strogatz, Police Officer, began working for the City in the LAPD in 1988. In April 2004, Ofc. Strogatz joined the mayor's security detail. Ofc. Strogatz is the detail leader of the security detail. Ofc. Strogatz reports to Sgt. Green.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ofc. Strogatz had a work relationship with Ofc. Garza. As the detail leader, Ofc. Strogatz worked on the security detail day shift. Since Ofc. Garza also primarily worked the day shift, they worked together, on average, twice a week.

Ofc. Strogatz did not socialize with Ofc. Garza outside of work. However, they got along. Everyone on the security detail got along. They had no conflicts and everyone worked cohesively. But, Ofc. Strogatz surmised that Ofc. Garza had a closer relationship with Ofc. Ares because they worked together in a previous assignment. Similarly, Ofc. Garza appeared to have a closer relationship with Ofc. Lara. Ofc. Strogatz did not know anyone on the security detail who disliked Ofc. Garza.

Ofc. Strogatz did not talk to Ofc. Garza often outside of work. They occasionally texted one another. For example, after Ofc. Garza went on leave, Ofc. Strogatz either sent him a text message or spoke with him on the phone. During the COVID-19 pandemic, they also occasionally exchanged text messages about Mayor Garcetti. Ofc. Strogatz last talked to Ofc. Garza in the beginning of October 2020. Ofc. Strogatz was filling up the police vehicle with gas when Ofc. Garza walked up to say hello. They did not talk about Ofc. Garza's complaint. It was just a cordial conversation.

Ofc. Strogatz had a professional work relationship with Mr. Jacobs, as well. Occasionally, Ofc. Strogatz talked about his personal life with Mr. Jacobs. When Mr. Jacobs worked for the City, Ofc. Strogatz possibly saw him daily. But, after Mr. Jacobs left his City employment, Ofc. Strogatz saw him less often because Mr. Jacobs was only involved in Mayor Garcetti's political endeavors. Mayor Garcetti's schedule differed every day, so

the days on which Mr. Jacobs worked with Mayor Garcetti varied. However, Mr. Jacobs was around about once a week, particularly on Tuesdays.

Ofc. Strogatz opined that Mr. Jacobs had a closer relationship with the police officers on the night shift of the security detail—Ofc. Ares, Ofc. Lara and Ofc. O'Sullivan. It appeared to Ofc. Strogatz as though Mr. Jacobs talked and laughed more with the police officers on the night shift.

b) Inappropriate Touching

Mr. Jacobs never touched Ofc. Strogatz inappropriately and he never saw Mr. Jacobs inappropriately touch others.

Occasionally, Ofc. Strogatz accompanied Mayor Garcetti to political or networking events. Mr. Jacobs also attended some of those events. Ofc. Strogatz did not see Mr. Jacobs behave inappropriately during those events. The security detail did not stay inside at all the parties. Sometimes, the security detail only went inside to check that no threats existed and returned outside to wait.

Mr. Jacobs gave Ofc. Strogatz hugs, but the hugs were appropriate. Like Ofc. Garza described in his complaint, Mr. Jacobs extended his hand for a handshake and then pulled Ofc. Strogatz in for a firm hug. The hug did not last too long and did not include a hard squeeze. As well, Mr. Jacobs did not move his hands or rub Ofc. Strogatz during the hug. Occasionally, Mr. Jacobs released the handshake and gave Ofc. Strogatz a two-arm hug. That, too, was appropriate.

Mr. Jacobs also hugged other police security detail members. Ofc. Strogatz believed that the hugs were appropriate and did not last too long. It appeared that Mr. Jacobs treated everyone the same. However, each person may have a different sense of what constituted too long for a hug. But, no one appeared to be offended by Mr. Jacobs' hugs and Ofc. Strogatz did not hear others, including Ofc. Garza, raise concerns that Mr. Jacobs' hugs were inappropriate or that they did not like the hugs. Moreover, Ofc. Strogatz believed that if he or Ofc. Garza did not like the hugs, they could have told Mr. Jacobs. The LAPD trained police officers to raise concerns if anything offended them.

c) Inappropriate Comments

Ofc. Strogatz did not hear Mr. Jacobs make any sexual or otherwise inappropriate comments. Specifically, Ofc. Strogatz did not hear Mr. Jacobs talk about his young gay lover, his lover's penis or similar comments. As well, Ofc. Strogatz did not hear Mr. Jacobs say, "You're so strong" or "I love me my LAPD officers." Ofc. Strogatz also did not hear others raise concerns that Mr. Jacobs made inappropriate comments.

However, Mr. Jacobs occasionally made comments related to a person's appearance. For example, many years ago, Mr. Jacobs made a comment about Ofc. Strogatz' muscles. Mr. Jacobs, as he shook Ofc. Strogatz' hand, grabbed Ofc. Strogatz' arm and said to the effect of, "Oh, you've got some muscle." Ofc. Strogatz took the comment as a compliment. Mr. Jacobs did not make comments like that often. Ofc. Strogatz only recalled the one instance. Ofc. Strogatz did not hear Mr. Jacobs make similar comments to anyone else.

As well, Mr. Jacobs sometimes appropriately complimented someone for looking well-dressed. For example, Mr. Jacobs complimented Ofc. Strogatz' attire a couple of times. Mr. Jacobs typically complimented Ofc. Strogatz when he wore a suit similar to one that Mr. Jacobs owned. Specifically, Mr. Jacobs said, "You look good today" or "That looks good what you are wearing."

Ofc. Strogatz likely made the comment, "[Mr. Jacobs] being [Mr. Jacobs]," as Ofc. Garza indicated. However, he did not intend the comment negatively or as an implication that Mr. Jacobs behaved inappropriately. Rather, it was a comment that Mr. Jacobs sometimes acted in a flamboyant way. As well, Ofc. Strogatz made the comment in relation to Mr. Jacobs organizing events on Mayor Garcetti's schedule. Sometimes, Mr. Jacobs kept Mayor Garcetti out later than expected because of the events he organized. Ofc. Strogatz did not hear anyone else make that comment.

d) 2019 Palo Alto Trip

In 2019, Ofc. Strogatz accompanied Mayor Garcetti on an out-of-town trip to Palo Alto. Ofc. Garza and Mr. Jacobs went on the trip, as well. Ofc. Strogatz did not observe Mr. Jacobs engage in any inappropriate conduct during that trip. For most of the trip, Ofc. Strogatz was with Ofc. Garza, except when they retired to their respective hotel rooms or when Ofc. Strogatz used the restroom, which only took ten to fifteen minutes. Ofc. Garza also did not raise any concerns to Ofc. Strogatz about Mr. Jacobs engaging in inappropriate conduct during the trip.

Ofc. Strogatz believed that if Mr. Jacobs engaged in inappropriate conduct toward Ofc. Garza, Ofc. Garza would have told Ofc. Strogatz. This was especially the case if Mr. Jacobs' conduct offended Ofc. Garza. Additionally, Ofc. Garza had training to notify someone if he witnessed inappropriate conduct.

e) Other Specific Events and Trips

Ofc. Strogatz attended the February 2014 fitness workout event to celebrate Mayor Garcetti's birthday. He did not participate in the event but worked on duty that day. Ofc. Strogatz did not recall Ofc. Garza or Mr. Jacobs at the event.

Ofc. Strogatz also worked some of the political events Ofc. Garza identified in his complaint. Specifically, Ofc. Strogatz accompanied Mayor Garcetti to an event at an ice

cream shop with President Biden, although he did not know if it was the same event as the event at the taco restaurant. Ofc. Strogatz also went to a breakfast event with Mr. Castro on Rodeo Drive. As well, he went to an event—perhaps a wedding—at which Senator Booker was present. Ofc. Strogatz did not see Mr. Jacobs behave inappropriately during those events.

f) Concerns about Mr. Jacobs' Conduct

Ofc. Strogatz never heard anyone raise concerns that Mr. Jacobs engaged in sexual conduct. He also never heard Mayor Garcetti talk about Mr. Jacobs' behavior. Ofc. Strogatz often drove the car with Mayor Garcetti and so was privy to a lot of private conversations. But, Ofc. Strogatz never heard Mayor Garcetti, Ms. Wakeland or any of Mayor Garcetti's advisors, such as Ms. Ciardullo, Ms. Guerrero or Ms. Narewatt, talk about Mr. Jacobs' conduct as inappropriate. As well, Ofc. Strogatz did not hear anyone apologize for Mr. Jacobs' behavior or call him "a pig."

However, the Mayor's Office had people who did not like Mr. Jacobs. Ofc. Strogatz did not recall who specifically, but he heard complaints that Mr. Jacobs was difficult to work for. Ofc. Strogatz also knew that people became frustrated with Mr. Jacobs because he had a lot to do with organizing Mayor Garcetti's schedule. The people involved in scheduling who were possibly frustrated with Mr. Jacobs included Ms. Ciardullo, Lidia Manzanares, Director of Operations, and Ms. Narewatt.

g) Ofc. Garza's Complaint

Ofc. Strogatz believed that Ofc. Garza raised his complaint because of financial motives. He believed this for two reasons. First, Ofc. Garza recently purchased a house and told Ofc. Strogatz that its value was close to $900,000. Ofc. Strogatz did not know Ofc. Garza's financial situation but he surmised that was high for a police officer's salary. Additionally, Ofc. Garza's wife was a school administrator. As well, Ofc. Garza's children attended private school and Ofc. Garza always drove expensive cars. These factors led Ofc. Strogatz to believe that Ofc. Garza wanted to get a "quick buck" from the City.

Second, Ofc. Garza filed a lawsuit against the Catholic archdiocese close in time to when he filed a lawsuit against the City. **(Attachment G.)** The timing was suspect. That Ofc. Garza filed two lawsuits a few weeks apart led Ofc. Strogatz to believe that Ofc. Garza was financially motived.

Ofc. Strogatz believed, based on his interactions with Ofc. Garza, that Ofc. Garza was an honest person. However, Ofc. Strogatz heard people refer to Ofc. Garza as a "topper," which meant that Ofc. Garza always had a story to top someone else's story. Thus, Ofc. Garza possibly fabricated or exaggerated the details of his complaint in this instance. As well, Ofc. Strogatz heard that Ofc. Garza told white lies. For example, in one instance, another police officer asked Ofc. Garza to switch shifts. Ofc. Garza said that he

was not able to because he had to take his daughter somewhere, but that turned out to be false.

9. Vernon Williams' Account

Vernon Williams, former Police Officer, worked for the City in the LAPD from 1987 until his retirement in January 2019. In 2005, Ofc. Williams joined former Mayor Villaraigosa's security detail. Ofc. Williams remained on former Mayor Villaraigosa's security detail for approximately a year after former Mayor Villaraigosa left office. In 2014, nine to twelve months after Mayor Garcetti assumed office, Ofc. Williams joined Mayor Garcetti's security detail. At the time of his retirement, Ofc. Williams reported to Sgt. Green.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ofc. Williams had a good relationship with Ofc. Garza. They worked together approximately four to five times a month. However, Ofc. Williams was not personal friends with Ofc. Garza. Ofc. Williams did not socialize with anyone in the security detail other than Ofc. Strogatz.

Ofc. Williams last spoke to Ofc. Garza a couple weeks before the media published articles about Ofc. Garza's complaint. Ofc. Williams called Ofc. Garza to check in on him and ask how he was. During that call, Ofc. Garza did not say anything about his complaint or about being upset with the City.

Ofc. Williams had a professional relationship with Mr. Jacobs. In 2013 to 2016, Ofc. Williams and Mr. Jacobs' interactions only consisted of greetings. Mr. Jacobs shook Ofc. Williams' hand asked how he was doing, to which Ofc. Williams replied that he was doing fine. That was the extent of their interactions.

From 2016 onward, when Mr. Jacobs assumed a more political role, Ofc. Williams saw Mr. Jacobs frequently. Ofc. Williams saw Mr. Jacobs at meetings or events at Mayor Garcetti's house. As well, Ofc. Williams saw Mr. Jacobs during other meetings with Mayor Garcetti. Occasionally, Mr. Jacobs rode in the car with Mayor Garcetti.

b) Inappropriate Touching

Mr. Jacobs never touched Ofc. Williams other than to shake his hand. Mr. Jacobs did not hug Ofc. Williams, but Ofc. Williams saw Mr. Jacobs hug other security detail members. For example, Ofc. Williams once saw Mr. Jacobs hug Ofc. Ramirez. The hug was appropriate. It was a brief hug in greeting. Ofc. Williams did not recall whether it was a one-arm hug or a two-arm hug.

Similarly, Mr. Jacobs did not touch, grab or massage Ofc. Williams' arms or muscles. Ofc. Williams also did not see Mr. Jacobs touch, grab or massage anyone's arms or muscles. As well, Mr. Jacobs did not kiss Ofc. Williams, whether on the cheek or on the mouth. Ofc. Williams likely saw Mr. Jacobs kiss others, like a friend of Mr. Jacobs, but

Ofc. Williams did not recall any specific instances. The kiss did not seem forceful, prolonged or otherwise inappropriate. Ofc. Williams did not see Mr. Jacobs kiss anyone on Mayor Garcetti's security detail.

c) Inappropriate Comments

Ofc. Williams never heard Mr. Jacobs make inappropriate or sexual comments or jokes. Mr. Jacobs was strictly professional with the security detail. Ofc. Williams did not hear Mr. Jacobs make comments about, for example, his young gay lover or having "rough sex" with his gay partners. Ofc. Williams also did not hear Mr. Jacobs make inappropriate comments while in the vehicle with Mayor Garcetti.

Ofc. Williams also never heard Mr. Jacobs comment anything like, "I love me my strong LAPD officers" or "I love my LAPD officers." Rather, Mr. Jacobs said, "Good job, fellas" or some other praise that was appropriate. Ofc. Williams also never heard Mr. Jacobs make comments about a person's appearance or physique.

d) 2018 New Hampshire Trip

In May 2018, Ofc. Williams accompanied Mayor Garcetti on a trip to New Hampshire. Ofc. Garza was Ofc. Williams' partner for the trip. Ofc. Williams recalled it because, on that trip, Ofc. Williams asked Ofc. Garza for Ofc. Garza's cousin's phone number because his cousin owned a funeral home. Ofc. Williams did not recall whether Mr. Jacobs went on the trip.

Ofc. Williams did not see Mr. Jacobs engage in inappropriate behavior during the trip. Specifically, Ofc. Williams did not see Mr. Jacobs massage Ofc. Garza's shoulders while in the vehicle and say, "You're so strong" or "I love my LAPD officers." Typically, Ofc. Williams sat in the front seat, but Mayor Garcetti sometimes sat in the front seat. Ofc. Williams did not recall whether he sat in the front seat or back seat on this trip. But, if Ofc. Williams looked in Ofc. Garza's direction, he would have seen Mr. Jacobs massage Ofc. Garza's shoulders. However, Ofc. Williams did not know whether he would remember if Mr. Jacobs massaged Ofc. Garza's shoulders because it was not conduct Ofc. Williams considered a problem.

Additionally, Ofc. Williams did not hear Mr. Jacobs make inappropriate comments during the trip. For example, as the group checked in to their hotel rooms, Ofc. Williams did not hear Mr. Jacobs say that Ofc. Garza could visit Mr. Jacobs' in Mr. Jacobs' hotel room. Ofc. Williams possibly was not in the hotel lobby at the time the rest of the group checked in. Ofc. Garza possibly checked Ofc. Garza and Ofc. Williams in first before helping Mayor Garcetti check in. After checking in, Ofc. Williams took his and Ofc. Garza's luggage to their shared room while Ofc. Garza stayed with Mayor Garcetti.

On the second day of the trip, Ofc. Williams left the group and went to the airport first because he was the advance officer. Ofc. Williams left the rest of the group at a restaurant in a white building and took an Uber rideshare to the airport.

e) Other Specific Events and Trips

Ofc. Williams did not attend the February 2014 fitness event to celebrate Mayor Garcetti's birthday.

Ofc. Williams did not attend the 2019 political events Ofc. Garza identified in his complaint because Ofc. Williams retired in early January 2019.

f) Concerns about Mr. Jacobs' Conduct

Ofc. Williams never saw Mayor Garcetti allow any inappropriate conduct. Ofc. Williams also never heard Mayor Garcetti, or anyone else, talk about Mr. Jacobs engaging in inappropriate or concerning behavior. As well, Ofc. Williams did not hear other employees apologize for Mr. Jacobs' behavior or call Mr. Jacobs "a pig."

g) Ofc. Garza's Complaint

Ofc. Williams did not know why Ofc. Garza brought his complaint. Ofc. Williams never saw Mr. Jacobs engage in inappropriate conduct toward Ofc. Garza. Further, Ofc. Williams talked to Ofc. Garza about many things but Ofc. Garza never raised concerns about Mr. Jacobs. However, Ofc. Williams did not know whether Ofc. Garza would tell him if Mr. Jacobs engaged in the conduct Ofc. Garza identified in his complaint.

Mayor Garcetti's security detail was close and if something bothered someone in the detail, usually everyone else in the security detail became aware of it. The security detail members complained about many things. But, they typically got over the issue. However, the topic of Mr. Jacobs engaging in inappropriate conduct never came up.

D. Executive Officers and Body People Accounts[26]

1. Julie Ciardullo's Account

Julie Ciardullo, Director of the Office of the C40 Chair, began working for the City in 2013. Ms. Ciardullo reports to Lauren Faber O'Connor, Chief Sustainability Officer. Since

[26] The body person accompanied Mayor Garcetti and assisted him in his mayoral duties. The body person could refer to either the Executive Officer, who accompanied Mayor Garcetti during the workweek, or a rotation of City employees who substituted for the Executive Officer during evenings and weekends.

her hire, Ms. Ciardullo held various positions in the Mayor's Office. In 2017, immediately prior to her current position, Ms. Ciardullo worked as Legal Counsel to Mayor Garcetti. And, prior to that, from September 2014 through April 2017, Ms. Ciardullo worked as Mayor Garcetti's Executive Officer.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ms. Ciardullo knew Ofc. Garza through her Executive Officer role. She saw him whenever he worked on Mayor Garcetti's security detail. As the Executive Officer, Ms. Ciardullo accompanied Mayor Garcetti everywhere. Similarly, as Mayor Garcetti's security detail, Ofc. Garza accompanied Mayor Garcetti everywhere. As a result, Ms. Ciardullo spent a lot of time with Ofc. Garza.

However, Ms. Ciardullo was not friends with Ofc. Garza. They did not have many personal conversations, especially in Mayor Garcetti's presence. When Mayor Garcetti was present, Ms. Ciardullo and Ofc. Garza focused on their respective responsibilities. Additionally, Ms. Ciardullo typically did not share about her personal life. However, Ms. Ciardullo and Ofc. Garza occasionally chatted about their personal lives, such as discussing home purchases or their plans for the holidays.

Ofc. Garza was opinionated about matters related to the LAPD. Whereas the other security detail members understood their roles, Ofc. Garza made suggestions to Ms. Ciardullo or expressed his opinions about matters related to the LAPD. Ofc. Garza told Ms. Ciardullo how he would have handled some situations, with the expectation that Ms. Ciardullo passed the suggestion along to Mayor Garcetti. Ms. Ciardullo never passed along Ofc. Garza's suggestions. It was odd for him to make suggestions in that way and Ms. Ciardullo did not know how to respond or what to do with the information.

Ms. Ciardullo was not friends with Mr. Jacobs either, but she had a friendly relationship with him. Ms. Ciardullo first met Mr. Jacobs in 2013, after he became a City employee. From January 1, 2014 until Mr. Jacobs went on a leave in 2016, Ms. Ciardullo reported to Mr. Jacobs. Additionally, Mr. Jacobs played a significant role in Ms. Ciardullo's selection for the Executive Officer position, so Ms. Ciardullo appreciated Mr. Jacobs for his support and mentorship.

After Mr. Jacobs left City employment to work for Mayor Garcetti in a political capacity, Ms. Ciardullo continued to interact with Mr. Jacobs because of her Executive Officer role. As the Executive Officer, Ms. Ciardullo accompanied Mayor Garcetti to political events, as well. Ms. Ciardullo also coordinated with Mr. Jacobs as a liaison for Mayor Garcetti.

Since April 2017, after she left her Executive Officer role, Ms. Ciardullo's contact with Mr. Jacobs at work decreased. Ms. Ciardullo organized some trips for Mayor Garcetti, such as for the US Conference of Mayors (further discussed below), and Mr. Jacobs

attended some of those trips. However, as Ms. Ciardullo shifted her focus to her role as Legal Counsel to the Mayor, her contact with Mr. Jacobs decreased.

Ms. Ciardullo and Mr. Jacobs still communicated from time to time, although infrequently. In October 2018, Ms. Ciardullo spoke with Mr. Jacobs a couple times after the birth of her first child. In 2019, Ms. Ciardullo spoke with Mr. Jacobs on the phone a few times, as well. Mr. Jacobs also visited Ms. Ciardullo and brought a gift for her baby. The last time Ms. Ciardullo saw Mr. Jacobs in person was in late 2019, at a holiday party at Mr. Jacobs' house. In 2020, Ms. Ciardullo spoke with Mr. Jacobs approximately two or three times.

b) Inappropriate Touching

Mr. Jacobs touched people, but not inappropriately. Specifically, Mr. Jacobs hugged and kissed people.

Mr. Jacobs gave Ms. Ciardullo hugs often. He gave Ms. Ciardullo big hugs with both arms on more occasions than Ms. Ciardullo could count. The hugs were tight but not long. Sometimes, Mr. Jacobs lifted Ms. Ciardullo off the ground when he hugged her. Ms. Ciardullo did not have any concerns about Mr. Jacobs' hugs. Ms. Ciardullo was also a hugger.

Mr. Jacobs also gave big hugs to others at work, including the security detail, similar to the types of hugs he gave Ms. Ciardullo. Ms. Ciardullo never got the sense that the hugs were an issue for anyone. The hugs did not appear sexual and she did not think anything of it. Ms. Ciardullo also never heard anyone raise concerns about Mr. Jacobs' hugs.

Mr. Jacobs did not hug everyone. Ms. Ciardullo did not notice if Mr. Jacobs was selective about who he hugged. However, Ms. Ciardullo opined that Mr. Jacobs did not hug the employees with whom he was not close.

Mr. Jacobs also kissed people on the cheek. For example, Ms. Ciardullo and Mr. Jacobs kissed each other on the cheek in greeting. Ms. Ciardullo likely saw Mr. Jacobs kiss others in greeting but she did not recall any specific instances. She also did not recall seeing Mr. Jacobs kiss the security detail members in greeting.

Mr. Jacobs possibly squeezed people's shoulders, but Ms. Ciardullo did not recall any specific instances. However, she vaguely recalled seeing Mr. Jacobs reach forward while in a vehicle and place his hands on the shoulders of whoever sat in the seat in front of him. Mr. Jacobs possibly did so to Ms. Ciardullo or Ofc. Garza. If Mr. Jacobs did do so, it was a brief squeeze, as a greeting or to express, "Hey, how are you doing?" It was not an extended massage. Ms. Ciardullo also did not recall any instance in which Mr. Jacobs squeezed someone's arms.

c) Inappropriate Comments

Mr. Jacobs was a loud and boisterous person who talked a lot. He made numerous off-color comments in front of Ms. Ciardullo and others, possibly including the security detail. They were not, however, sexual or of the kind identified in Ofc. Garza's complaint. Ms. Ciardullo could not recall any specific off-color comments and she did not recall Mr. Jacobs making any in front of Mayor Garcetti.

Mr. Jacobs also commented about people's appearance. The comments were not sexual. Rather, they were general compliments about a person's appearance. Mr. Jacobs complimented Ms. Ciardullo, occasionally. For example, he commented, "You look nice," "You look put together well today," "You look beautiful today," or "I like your shoes." Ms. Ciardullo, however, never heard Mr. Jacobs say someone was "handsome."

Mr. Jacobs also made comments about people's bodies or physiques, but nothing sexual or inappropriate. For example, Mr. Jacobs made comments about his own body, such as comments about his being overweight. Mr. Jacobs also said to people, "You don't need to watch your weight, you're so slim." On one or two occasions, Ms. Ciardullo overheard Mr. Jacobs compliment security detail members for being strong or having muscles. The compliments, however, were not inappropriate or sexual in nature. She did not hear Mr. Jacobs comment that someone had tight muscles.

Additionally, Mr. Jacobs made comments that expressed his appreciation toward the security detail. Mr. Jacobs' comments were not sexual in nature but friendly, appreciative gestures. She did not recall the exact comments but nothing about Mr. Jacobs' comments to the security detail struck Ms. Ciardullo as inappropriate. Mr. Jacobs possibly said, "I love my LAPD officers." But, Ms. Ciardullo did not recall hearing it or hearing Mr. Jacobs say, "I love me my strong LAPD officers."

Ms. Ciardullo did not find Mr. Jacobs' off-color comments to be inappropriate or offensive. Ms. Ciardullo would remember any offensive comments. That she did not recall any specific examples indicated that the comments were not offensive. Her reaction to Mr. Jacobs' comments was typically to roll her eyes and think, "Eh, [Mr. Jacobs]."

Ms. Ciardullo believed that some staffers did not like Mr. Jacobs' off-color comments. However, she never got the sense that the comments made Ofc. Garza or any other security detail members uncomfortable. None of the security detail members had a negative reaction or told Mr. Jacobs to stop when he made off-color comments. Rather, the comments seemed accepted and welcomed.

Moreover, despite the off-color comments, Ms. Ciardullo never heard Mr. Jacobs make sexually explicit comments. For example, she never heard him talk about "his young gay lover," "his lover's penis" or other similar comments. Mr. Jacobs also never talked to Ms. Ciardullo about going out with or having sex with other men. These types of

comments were not close to anything Ms. Ciardullo ever heard Mr. Jacobs say. She could not even imagine Mr. Jacobs making these types of comments. Ms. Ciardullo also never heard Mr. Jacobs say, "My name is Rick Jacobs, but you can call me Dick," or "You guys ready to fuck without KY because we're going to fuck some people over tonight."

d) Specific Events and Trips

Ms. Ciardullo did not attend any of the specific trips identified in Ofc. Garza's complaint. She also did not attend any of the 2019 political events identified in Ofc. Garza's complaint. Ms. Ciardullo also did not attend the February 2014 fitness event to celebrate Mayor Garcetti's birthday, although she may have attended the birthday celebration at City Hall at the end of the event.

On June 23 to 26, 2017, Ms. Ciardullo accompanied Mayor Garcetti to the US Conference of Mayors in Miami Beach. Mr. Jacobs also attended. On the last day of the trip, Mayor Garcetti attended an event where photos were taken. Mayor Garcetti left Miami that evening after the event. Mr. Jacobs, Ms. Ciardullo and several City employees also attended the event. Mayor Garcetti stood for several photos with various people, including a group photo with City employees.[27] **(Attachment O.)**

Mayor Garcetti and Mr. Jacobs also stood for a photo with several people affiliated with companies that did business with the City. **(Attachment N.)** In the photo, Mr. Jacobs, who stood on the far left, placed his open hand in front of the groin area of the person standing next to him, Mr. Evans.

Ms. Ciardullo first saw the photo with Mr. Jacobs' hand gesture when the LA Times published it in an article in November 2020. She heard about the photo a few days prior to the article's publishing. Ms. Ciardullo was likely present when someone took the photo. However, she did not recall that specific photo being taken, and she did not see Mr. Jacobs make the gesture in the photo. She also did not see or hear about the photo following the event. Everyone dispersed after the event. Ms. Ciardullo went to dinner with a select few individuals who also attended the conference.

[27] In the photo, from left to right, are Mr. Jacobs, Mayor Garcetti, Alex Comisar, Deputy Communications Director, Paul Kadzielski, former Digital Director, Ms. Narewatt, Ms. Ciardullo, Matt Petersen, former Chief Sustainability Officer, Charles Small, Director of Federal Affairs and National Engagement, and Ms. Repenning. **(Attachment O.)** In response to this investigator's requests, Mr. Kadzielski and Mr. Petersen did not agree to participate in this investigation. All of the others participated in the investigation.

e) Concerns about Mr. Jacobs' Conduct

No one ever raised any concerns to Ms. Ciardullo about Mr. Jacobs engaging in inappropriate conduct of the kind in Ofc. Garza's complaint. Ms. Ciardullo also never heard that someone had concerns about Mr. Jacobs' conduct. As well, Mayor Garcetti never said anything about Mr. Jacobs engaging in concerning behavior. Ms. Ciardullo also never heard anyone refer to Mr. Jacobs as "a pig" and she never did so. Nor did Ms. Ciardullo ever apologize because Mr. Jacobs engaged in inappropriate sexual behavior, and she never heard anyone else do so.

However, someone possibly apologized for or raised concerns about Mr. Jacobs' behavior as it related to his leadership or workstyle. Mr. Jacobs was a tough and demanding boss who expected excellence, and some of the employees who worked with Mr. Jacobs did not deliver. As well, sometimes tension existed in the office due to important deadlines, urgent projects and long hours. Indeed, Ms. Ciardullo also had rocky periods working for Mr. Jacobs, although she generally had a good relationship with him.

Ms. Ciardullo believed that if Mr. Jacobs engaged in inappropriate conduct of the kind in Ofc. Garza's complaint, Mayor Garcetti would not tolerate it. In May 2017, Ms. Ciardullo arranged a trip for Mayor Garcetti to Washington D.C. for Infrastructure Week. During the trip, Ms. Ciardullo, Mayor Garcetti and Mr. Jacobs were in the elevator together with other City employees. Ms. Ciardullo did not recall who else was present, but Mr. Leon, Ms. Narewatt, Mr. Small, Ofc. Williams and a press person—either Mr. Comisar, Vicki Curry, former Chief Public Information Officer, or Ms. Seligman—were possibly present, as well.

While in the elevator, Mr. Jacobs either said or did something of which Mayor Garcetti did not approve and Mayor Garcetti told Mr. Jacobs to stop it or cut it out. Ms. Ciardullo did not recall what Mr. Jacobs did that caused Mayor Garcetti's response. Mr. Jacobs did not do anything of a sexual nature, though, and she did not feel violated by Mr. Jacobs' conduct.

Ms. Ciardullo only recalled this incident because, in October or November 2020, an LA Times reporter contacted Ms. Ciardullo to ask about the incident. The reported told Ms. Ciardullo that he was looking into a report about the time Ms. Ciardullo was "cornered in an elevator inappropriately." The reporter then said that during that incident, Mr. Jacobs inappropriately touched Ms. Ciardullo. Ms. Ciardullo did not recall Mr. Jacobs touching her and she told the LA Times reporter as much.

f) Ofc. Garza's Complaint

Ms. Ciardullo did not have any personal knowledge about Ofc. Garza's motive for filing his complaint. However, she heard two rumors as to Ofc. Garza's motive. First, Ms. Ciardullo heard rumors that Ofc. Garza had financial motivations. Ofc. Garza had a

mortgage and he needed money. Second, Ms. Ciardullo heard rumors that Ofc. Garza had political motivations. Specifically, The timing of Ofc. Garza's complaint led to speculation that it related to recent LAPD policy changes.

2. Michelle Garakian's Account

Michelle Garakian, Associate Executive Director of the Department of Cannabis Regulation (DCR), began working for the City in August 2013. Ms. Garakian reports to Cat Packard, DCR Executive Director. Prior to her current position, which she held since July 2018, Ms. Garakian worked for the Mayor's Office as the Director of Legislative Affairs.

In January 2020, the Mayor's Office asked Ms. Garakian to return to the Mayor's Office to temporarily serve as Mayor Garcetti's Executive Officer. Ms. Garakian served as the Executive Office until August 2020, when she returned to the DCR.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ms. Garakian had a work relationship with Mr. Jacobs. Mr. Jacobs was sweet, caring and compassionate. He genuinely cared about Ms. Garakian's wellbeing. Mr. Jacobs often thanked Ms. Garakian for supporting Mayor Garcetti despite the long hours and the amount of work. He also sent her text messages thanking her for her work.

Ms. Garakian first met Mr. Jacobs when he worked at the City. In most of her roles at the Mayor's Office, other than that of the Executive Officer, Ms. Garakian did not have many interactions with Mr. Jacobs. Ms. Garakian was not part of the senior team, so she did not talk to Mr. Jacobs often. However, she sometimes worked with Mr. Jacobs and his team. Ms. Garakian also saw Mr. Jacobs at various work-related events, like happy hours and birthday or promotion celebrations. However, at those events, senior staff tended to talk with each other while junior staff talked with each other.

Beginning in 2016, Ms. Garakian became a body person for Mayor Garcetti. A body person attended to Mayor Garcetti at events outside of the typical workweek, to relieve the Executive Officer. As a result, Ms. Garakian occasionally attended events and parties with Mayor Garcetti, such as on weekends or in the evenings.

Since 2016, after Mr. Jacobs ceased his City employment, Ms. Garakian continued to work with Mr. Jacobs in her body person role. However, as a body person and a City employee, Ms. Garakian could not do certain things related to Mayor Garcetti's political endeavors. So, for the most part, Ms. Garakian only communicated logistics with Mr. Jacobs regarding Mayor Garcetti's schedule related to those political events.

As Executive Officer in 2020, Ms. Garakian had more interactions with Mr. Jacobs, although she mainly communicated with Mr. Jacobs about logistics for events. For example, every Tuesday, Mayor Garcetti's schedule consisted only of his political

matters. Ms. Garakian kept Mayor Garcetti on schedule, which required coordinating with Mr. Jacobs.

Ms. Garakian also became acquainted with Ofc. Garza during days when Ms. Garakian served as Mayor Garcetti's body person. As the body person, Ms. Garakian communicated with Mayor Garcetti's security detail regarding the logistics for that day. Generally, Mayor Garcetti's security detail did not talk that much. Ofc. Garza was particularly quiet and reserved. As well, when Ms. Garakian worked as the body person, she focused on Mayor Garcetti rather than the security detail. The infrequent conversations she had with Ofc. Garza consisted of general small talk.

b) Inappropriate Touching

Ms. Garakian never saw Mr. Jacobs engage in inappropriate touching. Mr. Jacobs gave hugs, but the hugs were appropriate. Mr. Jacobs occasionally hugged Ms. Garakian. When Ms. Garakian worked as Mayor Garcetti's body person or Executive Officer, she accompanied him to events. At those events, Mr. Jacobs hugged her. He did not give her a full hug, but rather a side hug, in which he placed one arm around Ms. Garakian while standing to her side. Ms. Garakian was not a "touchy-feely" person and Mr. Jacobs likely picked up on that. As he hugged her, Mr. Jacobs said things like, "Thank you so much for your work." Mr. Jacobs was a complimentary person and gave Ms. Garakian hugs to show his appreciation. The hugs were never inappropriate and did not make Ms. Garakian feel uncomfortable.

Mr. Jacobs also once put his hands on Ms. Garakian's shoulders, but that was also not inappropriate. Specifically, while Ms. Garakian sat in Mayor Garcetti's dining room, Mr. Jacobs came up behind Ms. Garakian and placed both hands on top of Ms. Garakian's shoulders. He placed his hands on her shoulder to emphasize whatever he was saying because as he did so, he asked, "Right, [Ms. Garakian]?" Ms. Garakian said yes, and Mr. Jacobs moved on. His hands did not squeeze or grab Ms. Garakian's shoulders and he did not linger.

Ms. Garakian also saw Mr. Jacobs hug others. However, she never saw Mr. Jacobs hug Mayor Garcetti or security detail members. Ms. Garakian once saw Mr. Jacobs place his hands on Ofc. Ares' shoulders. Mr. Jacobs touched Ofc. Ares' shoulders briefly in greeting before moving along. Ms. Garakian did not interpret the conduct as anything negative or predatory. She also did not feel the touching was weird or uncomfortable. Ms. Garakian never saw anyone react negatively to Mr. Jacobs' touching.

Ms. Garakian also never saw Mr. Jacobs massage anyone's shoulders while in the car. Rather, Mr. Jacobs could not massage Ofc. Garza or other security detail members while in the car because he could not reach. Ms. Garakian typically sat behind the driver's seat, where the security detail sat. Mayor Garcetti typically sat in the front passenger seat, so the Executive Officer or the body person needed to sit behind the driver's seat, which allowed Mayor Garcetti to turn to speak to them. Further, if Mayor Garcetti sat in

the back seat, he usually sat behind the driver. Thus, when Mr. Jacobs rode in the vehicle with Mayor Garcetti and the Executive Officer or body person, he did not sit in a seat that allowed him to massage Ofc. Garza's shoulders.

Ms. Garakian never saw Mr. Jacobs kiss anyone, whether on the cheek or on the mouth. She would remember that conduct.

c) Inappropriate Comments

Ms. Garakian never heard Mr. Jacobs make inappropriate comments. Mr. Jacobs was a loud and boisterous person. However, despite his big personality, Mr. Jacobs was well-behaved in front of Mayor Garcetti. He did not curse or speak badly of others in front of Mayor Garcetti. Mr. Jacobs also spoke to Mayor Garcetti in a respectful tone. When Ms. Garakian was with Mr. Jacobs in the car with Mayor Garcetti, Mr. Jacobs was on his best behavior.

Ms. Garakian never heard Mr. Jacobs make any sexual or crude comments. Ms. Garakian did not hear him talk about his sexual relationships or his sexual preferences. As well, she never heard Mr. Jacobs say anything like, "I'm getting fucked tonight." Mr. Jacobs would not say something like that to Ms. Garakian.

However, Ms. Garakian and Mr. Jacobs both shared with one another about their personal lives, which included talk about their respective dating. Mr. Jacobs told Ms. Garakian about his former long-term partner, Mr. Kadlec. And, sometime after Mr. Jacobs' relationship with Mr. Kadlec ended, Mr. Jacobs once mentioned to Ms. Garakian that he went on a date. Ms. Garakian asked him the other person's age, and Mr. Jacobs said that the man was his age but that was not his preference. These conversations about dating were mutual and not inappropriate.

Additionally, Mr. Jacobs was a chummy and complimentary type of person. Ms. Garakian heard Mr. Jacobs compliment people on their appearance and physique. For example, after Ms. Garakian lost twenty-five pounds, Mr. Jacobs commented, "You look fucking amazing!" Mr. Jacobs also once asked Ms. Garakian, "What are you using on your skin? You look fantastic." Mr. Jacobs' compliments were genuine. Ms. Garakian did not take the comments negatively as there was nothing negative or perverse about them.

d) Specific Events and Trips

Ms. Garakian was not present at any of the trips or events that Ofc. Garza identified in his complaint.

e) Concerns about Mr. Jacobs' Conduct

Ms. Garakian never heard Mayor Garcetti talk about Mr. Jacobs engaging in concerning or inappropriate behavior. Mr. Jacobs would not say anything inappropriate or crude in

front of Mayor Garcetti. Mayor Garcetti was a "goody two-shoes." Sometimes, when Ms. Garakian cursed in front of Mayor Garcetti, Mayor Garcetti gave her a look to reflect that cursing was not okay. Thus, the idea that Mr. Jacobs made inappropriate comments, of the kind in Ofc. Garza's complaint, in front of Mayor Garcetti made Ms. Garakian laugh. That was unacceptable.

Ms. Garakian never heard anyone else raise concerns about Mr. Jacobs engaging in concerning or inappropriate behavior of the kind in Ofc. Garza's complaint. However, after Ofc. Garza raised his complaint, Ms. Garakian heard rumors that someone heard Mr. Jacobs make a gross comment, but she did not know who said it and she did not recall the comment attributed to Mr. Jacobs. Ms. Garakian also heard Mr. Comisar say that he was not surprised by the complaint. Mr. Comisar did not provide any other details other than stating that Mr. Jacobs was "an asshole."

Ms. Garakian opined that employees talked negatively about Mr. Jacobs following the complaint because of his management style. Mr. Jacobs was not suited to be a manager. He had a certain way of wanting things and did not understand how certain teams worked. Some employees were frustrated by Mr. Jacobs' lack of understanding of the processes and procedures. Mr. Jacobs was also not nice to lower-level employees.

Ms. Garakian never heard anyone apologize for Mr. Jacobs' behavior in the context of inappropriate sexual comments or conduct or call him "a pig." However, someone possibly apologized for Mr. Jacobs' behavior after he said something stupid, albeit not sexual in nature.

f) Ofc. Garza's Complaint

Ofc. Garza's June 2020 complaint shocked Ms. Garakian. She never saw Mr. Jacobs engage in the conduct Ofc. Garza identified. Additionally, Ofc. Garza never raised any concerns to Ms. Garakian about Mr. Jacobs. Ms. Garakian also never heard that Ofc. Garza raised concerns about Mr. Jacobs to anyone else.

Ms. Garakian heard theories that Ofc. Garza raised his complaint in response to Mayor Garcetti cutting $150 million from the LAPD's budget. Within a month after Mayor Garcetti announced the budget cuts, Ofc. Garza filed his complaint. The timing did not appear coincidental. When Ms. Garakian last spoke to Ofc. Garza on February 3, 2020, Ofc. Garza, who was on leave at the time, did not indicate that he did not plan to return to the security detail. Their text message conversation that day led Ms. Garakian to believe that Ofc. Garza planned to return to the security detail. **(Attachment P.)**

Ms. Garakian surmised that Ofc. Garza targeted Mr. Jacobs with his complaint because he saw Mr. Jacobs as an easy target. Mr. Jacobs had a problem with self-censorship. Although Ms. Garakian never heard him make any sexual comments, it would not surprise her if he did. Further, it was strange that Ofc. Garza did not raise his complaint earlier if Mr. Jacobs engaged in this conduct.

3. Poonam Narewatt's Account

Poonam Narewatt, Special Assistant to the Chief of Staff, began working for the City in 2014. Ms. Narewatt reports to Ms. Guerrero. Ms. Narewatt worked in various positions in the Mayor's Office since her hire in 2014. Prior to becoming the Special Assistant to the Chief of Staff, Ms. Narewatt worked as the Executive Officer to Mayor Garcetti. She held the Executive Officer position from April 2017 to December 2019.

a) Relationship with Ofc. Garza and Mr. Jacobs

As the Executive Officer, Ms. Narewatt accompanied Mayor Garcetti everywhere he went. She accompanied Mayor Garcetti to meetings, to events and on trips. She also traveled in the same car with Mayor Garcetti.

Similarly, Mayor Garcetti's security detail accompanied him everywhere. As a result, Ms. Narewatt became familiar with all the security detail members. They were like family to her. She also knew the security detail members from her prior positions in the Mayor's Office.

Ms. Narewatt had a good relationship with Ofc. Garza. For example, Ofc. Garza talked to Ms. Narewatt about his family. However, of all the security detail members, Ofc. Garza was the least easygoing. He complained the most, such as about Mayor Garcetti's schedules.

Ms. Narewatt was friends with Mr. Jacobs. In 2014, Mr. Jacobs hired Ms. Narewatt, who worked as the receptionist at the time, to be a Central Area Representative for the Mayor's Office. In 2015 to 2016, as the Deputy Director of Scheduling, Ms. Narewatt reported to Mr. Jacobs. When Ms. Narewatt became the Executive Officer in 2017, Mr. Jacobs no longer worked for the City. However, Ms. Narewatt continued to see Mr. Jacobs about once every two weeks.

In 2018, Ms. Narewatt and Mr. Jacobs became personal friends. Mr. Jacobs no longer worked at City Hall, so their interactions were no longer work-related. For example, Mr. Jacobs invited Ms. Narewatt to dinner parties at his house. As well, they talked about their personal lives and respective families. They also often talked on the phone.

Mr. Jacobs was a funny but complicated person. Mr. Jacobs rubbed some people the wrong way due to his position in the Mayor's Office. He oversaw Mayor Garcetti's schedule and had to say no to meetings and events that people wanted Mayor Garcetti to attend. However, Mr. Jacobs said no harshly. As well, Mr. Jacobs held power and was aggressive about getting what he wanted. But, Mr. Jacobs was not a bad person.

Mr. Jacobs did not appear friendlier with any security detail member. He appeared to have the same level of comfort with every security detail member.

b) Inappropriate Touching

Ms. Narewatt did not see Mr. Jacobs engage in any inappropriate touching. Ms. Narewatt did not see Mr. Jacobs squeeze anyone's arms or massage anyone's shoulders. As well, she did not see Mr. Jacobs kiss anyone in greeting. However, Mr. Jacobs possibly kissed someone, like a donor, on the cheek in greeting. She did not, however, see Mr. Jacobs kiss anyone on the mouth. Even when Ms. Narewatt once went out with Mr. Jacobs and his former partner, Mr. Kadlec, she did not see them kiss.

Mr. Jacobs occasionally gave hugs, such as at dinner parties or events. He typically only hugged people who he knew, such as Ms. Narewatt or other friends of his who visited City Hall. Mr. Jacobs was a jovial person, and he typically gave two-arm hugs. However, because Mr. Jacobs was big and tall, his hugs felt like "bear hugs." The hugs did not linger and were not too long or too tight. Ms. Narewatt did not see Mr. Jacobs give one-arm hugs. Ms. Narewatt also did not see anyone who appeared uncomfortable when Mr. Jacobs hugged him or her.

Ms. Narewatt did not hear anyone raise any concerns or talk about Mr. Jacobs engaging in inappropriate touching. Moreover, Mr. Jacobs was the type of person with whom others felt comfortable enough to speak honestly and openly. If someone did not like something Mr. Jacobs did, he or she could say so to Mr. Jacobs. And, if someone told Mr. Jacobs that he or she did not like something Mr. Jacobs did, such as hugging, Mr. Jacobs would respect that and stop.

Further, the security detail consisted of police officers. Ms. Narewatt believed that they would have said something if they ever felt uncomfortable. This was especially true for Ofc. Garza. Ofc. Garza liked to complain. Thus, Ms. Narewatt surmised that Ofc. Garza would not hesitate to say something if Mr. Jacobs made him uncomfortable.

c) Inappropriate Comments

Ms. Narewatt did not hear Mr. Jacobs make inappropriate comments. For example, she never heard Mr. Jacobs comment about a person's appearance or physique. As well, Ms. Narewatt did not hear Mr. Jacobs make sexual or crude comments. For example, Mr. Jacobs did not make sexual comments or talk about his then-partner, Mr. Kadlec, in a derogatory or sexual manner. As well, Mr. Jacobs was usually not in the car on the way to fundraising events because he arrived at the event before Mayor Garcetti.

Occasionally, Mr. Jacobs complimented Ms. Narewatt's attire. For example, he said, "I love your costume," or "I like your outfit." Mr. Jacobs appreciated style. Ms. Narewatt did not recall Mr. Jacobs compliment anyone else.

Ms. Narewatt never heard Mr. Jacobs say, "I love me my strong LAPD officers." Although he possibly said, "Oh, I love you guys," to the security detail to express his thanks.

Ms. Narewatt, however, never heard this. Ms. Narewatt also told the security detail members, “Oh, you guys are really helpful,” because they were indeed helpful.

Additionally, Ms. Narewatt never heard Mr. Jacobs make sexually suggestive comments. More specifically, she never heard Mr. Jacobs say, “My name is Rick Jacobs, but you can call me Dick.” That did not sound like something Mr. Jacobs would say.

Further, Ms. Narewatt never heard Mr. Jacobs say, in the context of fundraisers, “You guys ready to fuck without KY because we’re going to fuck some people over tonight.” Mr. Jacobs was rarely in the car with Mayor Garcetti on the way to fundraisers because he was already at the event. The comment also did not sound like something Mr. Jacobs would say.

d) 2018 New Hampshire Trip

In May 2018, Ms. Narewatt accompanied Mayor Garcetti on a trip to New Hampshire. Mayor Garcetti’s group, which included Mr. Jacobs and Ms. Narewatt, landed at the airport with plans to drive the rest of the way to Manchester. Ms. Narewatt recalled the trip because Ofc. Garza rented a small car to drive the group of five rather than the usual full-size SUV. She was annoyed because they had a two-hour drive to the hotel, and she knew that she had to sit in the middle seat.

During the ride, Ms. Narewatt did not see Mr. Jacobs massage Ofc. Garza’s arm or shoulders. Ms. Narewatt sat in the back seat, between Mayor Garcetti and Mr. Jacobs. Instead, Mayor Garcetti, Mr. Jacobs and Ms. Narewatt were on their laptops, busy working on Mayor Garcetti’s commencement speech. As well, though Ms. Narewatt did not recall specifically, she believed Mayor Garcetti sat to her left, behind the driver seat. As such, Mr. Jacobs sat behind the passenger seat and so could not reach Ofc. Garza, who was driving.

e) 2019 Palo Alto Trip

In March 2019, Ms. Narewatt went to on a trip to Palo Alto. Ms. Narewatt did not travel with Mayor Garcetti but arrived a day later. Mr. Jacobs also went on the trip. But, Ms. Narewatt did not recall which security detail members went on the trip. Ms. Narewatt did not see Mr. Jacobs engage in any inappropriate conduct during the trip.

f) Other Specific Events and Trips

In June 2017, Ms. Narewatt accompanied Mayor Garcetti to the US Conference of Mayors in Miami Beach. Mr. Jacobs also attended the trip, as did multiple City employees.

After a reception at the end of the trip, several City employees and City-affiliated people took photos with Mayor Garcetti. Ms. Narewatt took several group photos with City

employees. **(Attachment O.)** Ms. Narewatt did not recall Mayor Garcetti taking a photo with Mr. Evans, Mr. Jacobs, Mr. Orozco, Mr. Perttula and Ms. Repenning. Ms. Narewatt, however, recalled seeing Mr. Evans at the event.

Ms. Narewatt did not hear anything about an inappropriate photo during the trip. She also did not hear anything about Mr. Jacobs engaging in inappropriate conduct during that trip.

Ms. Narewatt also attended various political events with Mayor Garcetti, including the 2019 political events that Ofc. Garza identified. First, Ms. Narewatt attended the May 2019 event with President Biden. Ms. Narewatt recalled that Mr. Jacobs attended the event, but she did not recall Ofc. Garza at the event. Ms. Narewatt did not see Mr. Jacobs engage in inappropriate conduct at the event. Rather, Mr. Jacobs was in charge of the event and was engaged in making sure that the event went smoothly.

Second, Ms. Narewatt accompanied Mayor Garcetti to multiple events with Mr. Buttigieg in 2019. However, she did not recall Mr. Jacobs and Ofc. Garza both at an event with Mr. Buttigieg. Typically, during the events, Mayor Garcetti and his staff immediately went to a board room with Mr. Buttigieg and his staff. Mayor Garcetti's security detail did not enter the board room.

Third, Ms. Narewatt attended the May 31, 2019 event with Mr. Castro. Ms. Narewatt ordered lunch for the security detail members present that day, but she did not recall whether Ofc. Garza attended.

Fourth, Ms. Narewatt also attended various events with Senator Booker in 2019. Mr. Jacobs did not attend those events due to a conflict. Instead, one of Mr. Jacobs' staff, Phil Chambers, Chief of Staff for Accelerator for America, attended the meeting in his stead. Ms. Narewatt recalled this because Mayor Garcetti introduced Mr. Chambers to Senator Booker and was complimentary about Mr. Chambers.

g) Concerns about Mr. Jacobs' Conduct

Ms. Narewatt did not hear anyone raise concerns about Mr. Jacobs engaging in inappropriate conduct. Ms. Narewatt also did not hear Mayor Garcetti talk about Mr. Jacobs engaging in concerning or inappropriate behavior. If Mr. Jacobs engaged in the conduct discussed throughout this Report, it was not possible that Mayor Garcetti did not say something. Mayor Garcetti was against inappropriate sexual conduct and would not allow anyone to engage in inappropriate conduct.

Ms. Narewatt never called Mr. Jacobs "a pig" or apologized to someone for Mr. Jacobs' behavior. Ms. Narewatt also never heard anyone call Mr. Jacobs "a pig" or say "I'm sorry you have to deal with that."

h) Ofc. Garza's Complaint

Ofc. Garza's complaint shocked Ms. Narewatt because it came out of nowhere. Mr. Jacobs, Ms. Narewatt and the security detail spent a lot of time together. For example, on work trips with Mayor Garcetti, Mr. Jacobs, Ms. Narewatt and the security detail members spent any free time that they had together. However, Ms. Narewatt did not see Mr. Jacobs engage in any inappropriate conduct toward Ofc. Garza. As well, Ofc. Garza never expressed discomfort toward Mr. Jacobs or raised concerns that Mr. Jacobs engaged in inappropriate behavior.

Ms. Narewatt did not believe Ofc. Garza's complaint to be true. However, Ms. Narewatt did not know Ofc. Garza to be an untruthful person. As well, Ofc. Garza was grumpy and complained a lot, but it did not appear to Ms. Narewatt that Ofc. Garza hated Mayor Garcetti. Mayor Garcetti had a good relationship with his security detail. However, Ms. Narewatt did not know whether the Black Lives Matter movement or other political factors impacted Ofc. Garza's relationship with Mayor Garcetti.

Additionally, Ms. Narewatt believed that Ofc. Garza had a financial motive for filing his complaint. Ofc. Garza purchased an expensive house in Whittier Hills. After he purchased the house, Ms. Narewatt saw him less and less because Ofc. Garza began working a third shift to pay for the house. This led Ms. Narewatt to surmise that Ofc. Garza raised his complaint because he needed money.

E. Other Current and Former City Staff Accounts

1. Cecilia Cabello's Account

Cecilia Cabello, former Vice President of the Board of Public Works, worked for the City in various positions from 2005 to 2019. Ms. Cabello worked in the Mayor's Office as the Deputy Director of External Affairs from 2013 to about 2014 or 2015. She then worked as the Director of Intergovernmental Relations until her leave of absence in 2016. Ms. Cabello returned from her leave and held various other positions in the City. In November 2018, Mayor Garcetti appointed Ms. Cabello as Vice President of the Board of Public Works. In 2019, Ms. Cabello left employment with the City.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ms. Cabello had a friendly and collegial relationship with Mr. Jacobs. Ms. Cabello first met Mr. Jacobs in late 2008 or 2009, sometime after Proposition 8 passed.[28] Ms. Cabello worked in Latina groups and often volunteered in the LGBTQ space and Mr. Jacobs

[28] California Proposition 8, or the "Eliminates Right of Same-Sex Couples to Marry" Initiative, was a proposition that voters passed on the November 2008 ballot.

headed the Courage Campaign. As a result, they worked together on a series of workshops for marriage equality. Mr. Jacobs also hosted a dinner at his house, which Ms. Cabello attended. Ms. Cabello saw Mr. Jacobs two to three times a year at LGBTQ events. Ms. Cabello did not get to know Mr. Jacobs well during this period.

In late 2012, Ms. Cabello and Mr. Jacobs both worked on Mayor Garcetti's mayoral campaign. Ms. Cabello and Mr. Jacobs, however, did not have regular contact. Mr. Jacobs worked on the independent expenditure side of the campaign whereas Ms. Cabello worked on the regular campaign.

In 2013, following Mayor Garcetti's election, Ms. Cabello and Mr. Jacobs began to have more regular interactions. From 2013 to when Ms. Cabello went on a leave in 2016, Ms. Cabello and Mr. Jacobs both worked in the Mayor's Office. During that period, Ms. Cabello talked to Mr. Jacobs daily. She also initially reported to Mr. Jacobs, who was a challenging and difficult boss. He never worked in an institution before, so the City's institutional bureaucracy placed limits on his workstyle. Mr. Jacobs also worked fast, which did not make him good allies in the City. However, despite his difficulties as a manager, Ms. Cabello had a good work relationship with Mr. Jacobs.

Since 2017, both Ms. Cabello and Mr. Jacobs no longer worked in the Mayor's Office. However, Ms. Cabello made efforts to maintain a friendly relationship with Mr. Jacobs. Ms. Cabello and Mr. Jacobs had dinner or drinks every so often. Although they were not friends, they were both engaged in politics, so it was important to maintain relationships.

In summer 2020, Ms. Cabello contracted to work with the Mayor's Office because of the COVID-19 pandemic. During the contract period, Ms. Cabello spoke to Mr. Jacobs two to three times a week. In late August to early September 2020, Mr. Jacobs asked Ms. Cabello to help Mayor Garcetti with his work related to President Biden. They spoke a few times a week during that period, as well.

In comparison, Ms. Cabello did not have as lengthy of a relationship with Ofc. Garza. Ms. Cabello knew Ofc. Garza because he worked on Mayor Garcetti's security detail. Ms. Cabello often staffed for Mayor Garcetti and accompanied him on numerous trips, so she became familiar with his security detail members. Ms. Cabello did not know Ofc. Garza prior to his joining the security detail. However, Ms. Cabello learned that Ofc. Garza went to high school with a friend of hers and they bonded over that.

b) Inappropriate Touching

Ms. Cabello never saw Mr. Jacobs engage in inappropriate conduct in the workplace. Further, If Ms. Cabello saw or learned that one of Mayor Garcetti's trusted advisors engaged in inappropriate conduct, she would have raised concerns because it was her job to protect Mayor Garcetti.

During their interactions prior to 2013, Ms. Cabello observed that Mr. Jacobs was a physically demonstrative person, which he used to fill up space and assert dominance. Specifically, Mr. Jacobs gave big hugs and cheek kisses to both men and women. Ms. Cabello, however, never saw Mr. Jacobs engage in inappropriate touching. And, she never saw Mr. Jacobs kiss people on the mouth. She would remember if he did. Mr. Jacobs also gave handshakes and pulled people into hugs in a friendly and aggressive manner, but not in a hostile or untoward manner. The conduct was not sexual in nature, but a way for Mr. Jacobs to show that he was in charge.

From 2013 forward, Mr. Jacobs did not engage in as much physical touching. Mr. Jacobs continued to hug people, but only once in a while rather than daily. Mr. Jacobs gave fewer hugs because he was in a different environment now—i.e., a work environment. Ms. Cabello did not see Mr. Jacobs hug security detail members. People generally maintained a certain distance from and respect toward the security detail members due to their important role in protecting Mayor Garcetti.

Ms. Cabello also did not see Mr. Jacobs massage another person's shoulders. However, she was not often in the vehicle with Mayor Garcetti and Mr. Jacobs.

c) Inappropriate Comments

Ms. Cabello did not hear Mr. Jacobs make any sexual, overly personal or otherwise inappropriate comments at work or during work hours. If she did, she would have been concerned and informed Ms. Guerrero. Similarly, Ms. Cabello would remember if someone reacted uncomfortably to Mr. Jacobs' comments.

However, outside of work and prior to 2013 when Mr. Jacobs became a City employee, Ms. Cabello heard Mr. Jacobs make sexual comments. Sexual comments were commonplace in the social activist circles and not considered inappropriate. In that context, for example, Mr. Jacobs talked with Ms. Cabello about physical attributes that he found attractive in a man or about past sexual relationships. Mr. Jacobs said, for example, "Look at him, he's cute," in reference to a younger man. Ms. Cabello might have made similar comments. It was not inappropriate. He made those types of comments in private one-on-one conversations with Ms. Cabello when they went out or were together at events. Ms. Cabello and Mr. Jacobs were comfortable enough with each other to make those comments.

Additionally, Mr. Jacobs did not talk about anything egregious or offensive, although Ms. Cabello was not easily offended. Still, the types of sexual comments that Mr. Jacobs made were not sexually explicit comments or inappropriate. She never heard Mr. Jacobs comment about "his young gay lover," "his lover's penis," "having rough sex with his gay partners" or "liking big cocks." She also never heard him say, "My name is Rick Jacobs, but you can call me Dick."

As well, Mr. Jacobs made comments about appearances, such as by giving compliments. Mr. Jacobs gave compliments because it helped build relationships with others. People loved to be complimented. He said, for example, "I love that shirt," or "You look great today, what did you do?" Ms. Cabello gave similar compliments. It was a normal thing to do and was not sexual in nature.

Mr. Jacobs possibly directed compliments toward the security detail, but Ms. Cabello did not recall any specific instances. Mr. Jacobs also possibly made comments such as, "You're so strong and handsome," or "I love me my strong LAPD officers," although Ms. Cabello did not recall Mr. Jacobs doing so. Even if Mr. Jacobs made comments like that, Ms. Cabello would not be surprised because it was not inappropriate. However, if Mr. Jacobs made a comment like, "Your muscles are so tight," Ms. Cabello likely would remember him doing so because it would have been weird.

d) Specific Events and Trips

Ms. Cabello was not present at any of the trips or 2019 political events identified in Ofc. Garza's complaint. As well, although Ms. Cabello typically accompanied Mayor Garcetti to the US Conference of Mayors, she did not attend the June 2017 US Conference of Mayors because she no longer worked in the Mayor's Office at that time.

e) Concerns about Mr. Jacobs' Conduct

Ms. Cabello never heard Mayor Garcetti talk about Mr. Jacobs engaging in inappropriate or concerning behavior. Ms. Cabello did not believe Mayor Garcetti would talk to her about the issue because that would undermine the chain of command. Additionally, Ms. Cabello did not believe that Mayor Garcetti would tolerate Mr. Jacobs engaging in inappropriate behavior of the kind in Ofc. Garza's complaint. For example, if Mr. Jacobs made an egregious comment like, "You guys ready to fuck without KY because we're going to fuck some people over tonight," Mayor Garcetti would do something. It was not okay to make comments like that about people and Mayor Garcetti would not tolerate conduct like that.

Ms. Cabello never heard anyone raise concerns about Mr. Jacobs' behavior. She also never heard anyone call Mr. Jacobs "a pig" or apologize for his behavior.

f) Ofc. Garza's Complaint

Ms. Cabello believed that Ofc. Garza did not raise his complaint on his own accord. Instead, she surmised that the Los Angeles Police Protective League (LAPPL) was behind the complaint because the LAPPL was upset at Mayor Garcetti for issues related to the George Floyd and Black Lives Matter protests.

Ofc. Garza was a good guy but easily manipulable. Ms. Cabello surmised that Ofc. Garza was likely in debt, due to a big mortgage for his house in Whittier Hills and his children's

private school tuitions, so he agreed to file his complaint. She further surmised that, as his attorneys prepped him more, Ofc. Garza began to believe the false information within the complaint. It was unfortunate that Ofc. Garza was being manipulated.

Mr. Jacobs did not engage in the inappropriate conduct identified in Ofc. Garza's complaint. Mr. Jacobs was professional toward the security detail, not lecherous. It was also Mr. Jacobs' job to not put Mayor Garcetti in a bad position. However, numerous employees did not like Mr. Jacobs and were angry at him. Because of this, Ms. Cabello surmised that the LAPPL targeted Mr. Jacobs, who had the "air of plausibility" for engaging in this type of conduct.

2. Henry Casas' Account[29]

Henry Casas, former Director of the Office of Public Engagement, worked for the City from 2013 to 2018. As the Director of the Office of Public Engagement, Mr. Casas supervised Mayor Garcetti's field representatives and many of Mayor Garcetti's body people. As well, some of Mayor Garcetti's executive officers came from Mr. Casas' department, such as Ms. Narewatt.

a) Mr. Casas' City Employment

In February 2018, Mr. Casas' employment with the City ended. Mr. Casas left employment with the City because he wanted to advance upward but had no room for advancement in the Mayor's Office. Specifically, Ms. Guerrero told Mr. Casas that the Mayor's Office was not hiring any more deputy mayors, a position Mr. Casas requested since 2013.

In around December 2017, shortly prior to his separation, Mr. Casas met with Greg Good, former Chief of Legislative & External Affairs and current Commissioner on the City of Los Angeles Board of Public Works, to discuss his employment. Mr. Good said that the Mayor's Office understood that Mr. Casas was no longer happy at the Mayor's Office and so believed it was time to "part ways" with Mr. Casas. Mr. Casas denied that he was unhappy, but Mr. Good said that the Mayor's Office was still going to end Mr. Casas' employment in sixty days. Mr. Good did not provide any other reason why the Mayor's Office was terminating Mr. Casas' employment. Mr. Casas had good work performance and never received negative feedback from Human Resources or anyone else.

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[29] In response to this investigator's requests, Mr. Casas did not agree to participate in this investigation. This account was summarized from Mr. Casas' deposition on December 17, 2020. **(Attachment Q.)**

During the conversation, Mr. Good also said to the effect of, "We should start looking for another job for you." Mr. Casas understood the comment to mean that the Mayor's Office would help him find another job.

After the initial conversation, Mr. Casas had additional conversations with Mr. Good about his employment. During those conversations, Mr. Good informed Mr. Casas that news outlets were looking into a story about a staff member in the Mayor's Office being bullied. The news outlets never contacted Mr. Casas about that story. During those conversations, Mr. Good did not tell Mr. Casas that an employee complained that Mr. Casas harassed him or her.

b) Relationship with Ofc. Garza and Mr. Jacobs

Initially, Mr. Casas reported to Ms. Guerrero. After the City hired Mr. Jacobs, Mr. Casas reported to Mr. Jacobs. Due to that, Mr. Casas and Mr. Jacobs met at least once a week.

In mid-2016, Mr. Jacobs took a leave of absence and did not thereafter return to City employment. However, Mr. Jacobs continued to work with Mayor Garcetti in a political capacity and frequently visited the Mayor's Office. Mr. Jacobs essentially held a chief of staff role for Mayor Garcetti's political endeavors. Although Mr. Jacobs was no longer a City employee, Mr. Casas still saw Mr. Jacobs in a supervisory role.

c) Inappropriate Touching

Throughout 2013 to 2018, Mr. Casas observed Mr. Jacobs engaging in inappropriate touching. Specifically, Mr. Casas saw Mr. Jacobs hug and grab the arms of male City employees, including Mr. Casas. For example, when Mr. Jacobs greeted male employees, if Mr. Jacobs knew the employee, he gave him a big, long and extended hug.

Mr. Jacobs hugged Mr. Casas whenever they met, which occurred at least once a week when Mr. Jacobs was a City employee. The hugs were tight, but not sexual. Mr. Jacobs' hands did not roam when he hugged Mr. Casas. However, Mr. Casas felt uncomfortable when Mr. Jacobs hugged him because it was not normal for him to receive long hugs from men and Mr. Casas was not used to men touching him.

In addition to hugging, Mr. Jacobs grabbed and squeezed Mr. Casas' biceps. Further, Mr. Jacobs sometimes stood behind Mr. Casas, while Mr. Casas sat down, and gave him a quick massage—i.e., four to five strokes. Mr. Jacobs did this a couple times. The massages lasted longer than two seconds but less than a minute. The touching was unwelcome, and Mr. Casas did not invite Mr. Jacobs to engage in this type of behavior toward him. Mr. Casas, however, did not recall if Mr. Jacobs ever touched him in front of Mayor Garcetti.

Mr. Casas only recalled specifically seeing Mr. Jacobs hug Ofc. Garza twice. First, Mr. Jacobs once hugged Ofc. Garza during an event at the Getty House, the official

residence of the Mayor of Los Angeles. Ofc. Garza was around Mayor Garcetti often, such as at the Getty House or at events. During the event, Mr. Jacobs hugged Ofc. Garza and then grabbed Ofc. Garza's biceps. Mr. Casas recalled the hug because Ofc. Garza made a face when Mr. Jacobs hugged him. Mr. Casas interpreted Ofc. Garza's face to mean, "Here we go again." Ofc. Garza's face, however, did not look like he was scared off. Mr. Casas did not know if anyone else saw the hug, although others were present.

Second, Mr. Casas saw Mr. Jacobs hug Ofc. Garza in front of Mayor Garcetti's office. Mr. Casas was waiting outside Mayor Garcetti's office as the security detail switched shifts. Mr. Jacobs either came out of Mayor Garcetti's office or his own office one room down. Mr. Jacobs hugged Ofc. Garza and then grabbed Ofc. Garza's biceps. Mr. Jacobs also made a comment to Ofc. Garza, but Mr. Casas did not recall the comment. It was either "I love my LAPD" or a comment to the effect of, "beautiful eyes" or "the prettiest eyes."

Mr. Casas did not see Mr. Jacobs touch Ofc. Garza other than hugging and grabbing Ofc. Garza's biceps. Ofc. Garza never raised concerns to Mr. Casas about Mr. Jacobs' touching. Ofc. Garza also did not express that the touching was unwelcome. Additionally, Mr. Casas did not recall telling Ofc. Garza that he felt that Mr. Jacobs' behavior was inappropriate. Mr. Casas did not recall saying to Ofc. Garza, "If [Mr. Jacobs] had ever done that to me, I would kick his ass."

Further, Mr. Casas did not recall seeing Mr. Jacobs hug other security detail members. Mr. Casas assumed that Mr. Jacobs likely hugged the security detail members who were friendly or approachable. Some security detail members were standoffish. In comparison, Ofc. Garza was a smaller guy and more approachable. However, he only recalled Mr. Jacobs hugging Ofc. Garza because of the face Ofc. Garza once made.

Mr. Casas saw Mr. Jacobs hug other men, as well, although he did not recall any specifics. Mr. Jacobs hugged several of Mr. Casas' former male reports, such as Luis Rivera, former Mayoral Aide, and potentially Manny Lopez, LAPD Policy Director. Mr. Jacobs hugged them and if the person was muscular, Mr. Jacobs grabbed the person's biceps with two hands and made a comment to the effect of, "You're so strong" or "You feel so strong." Mr. Casas did not see Mr. Jacobs' hands roam when Mr. Jacobs hugged others. And, Mr. Casas did not see Mr. Jacobs massage other men.

Mr. Casas surmised that Mr. Lopez felt uncomfortable when Mr. Jacobs hugged him. However, Mr. Lopez never made a strange face or said anything to Mr. Casas to indicate he felt uncomfortable. Still, Mr. Casas surmised that was the case because it was not typical for men, like Mr. Jacobs, to give long hugs.

d) Inappropriate Comments

Mr. Casas heard Mr. Jacobs make inappropriate comments. For example, Mr. Casas heard Mr. Jacobs comment, "You're so strong," "You feel so strong," "You're so

handsome" or "I love my LAPD officers" to City employees. Mr. Jacobs also made comments while hugging City employees (as discussed in the subsection, above).

However, Mr. Casas never heard Mr. Jacobs say anything to the effect, "You feel so good" while hugging someone. As well, Mr. Casas did not hear Mr. Jacobs make any comments about men's penises.

e) Specific Trips and Events

Mr. Casas occasionally accompanied Mayor Garcetti on trips. Mr. Jacobs also attended some of those trips. However, Mr. Casas did not see Mr. Jacobs do anything inappropriate during those trips. Mr. Casas only recalled accompanying Mayor Garcetti on a Mexico City trip. He did not recall whether Ofc. Garza was also on that trip.

Mr. Casas primarily accompanied Ms. Wakeland on trips so he spent most of his time with Ms. Wakeland.

f) Concerns about Mr. Jacobs' Conduct

Mr. Casas never raised any concerns about Mr. Jacobs' conduct to Mayor Garcetti or to anyone else. Mr. Casas had opportunities to talk to Mayor Garcetti about Mr. Jacobs' conduct but did not do so. Mr. Casas did not make a big deal out of Mr. Jacobs' conduct because everyone seemed to shrug it off. Thus, Mr. Casas did not think Mr. Jacobs' conduct was a big deal.

Moreover, Mr. Casas would not have raised concerns about Mr. Jacobs because Mr. Jacobs was his boss. Mr. Jacobs was either number one or number two in the Mayor's Office, even after he left City employment. Mr. Jacobs continued to control Mayor Garcetti's schedule, agenda, fundraising and future. Mr. Casas opined that Mr. Jacobs even outranked Ms. Guerrero, based on who Mr. Casas believed Mayor Garcetti respected in terms of power. Additionally, Mr. Jacobs appeared to have a close relationship with Mayor Garcetti. If Mr. Casas raised concerns about Mr. Jacobs, he would have fallen out of favor in the Mayor's Office. For those reasons, Mr. Casas would not have raised concerns about Mr. Jacobs' conduct, although Mr. Casas was aware that he could raise concerns to others.

Further, no one ever raised any concerns to Mr. Casas about Mr. Jacobs' conduct. The discussions about Mr. Jacobs' conduct were mostly gossip. For example, Ms. Narewatt, who Mr. Casas supervised for a short period prior to her becoming an executive officer, never told Mr. Casas that she observed Mr. Jacobs act inappropriately. As well, Ms. Poonam did not tell Mr. Casas that she felt uncomfortable around Mr. Jacobs. If one of Mr. Casas' direct reports told him that he or she had concerns about Mr. Jacobs' conduct, Mr. Casas would have escalated the concerns. However, if someone looked displeased when Mr. Jacobs hugged him or her, Mr. Casas would not have raised concerns about it.

It was common knowledge among Mayor Garcetti's staff that Mr. Jacobs behaved inappropriately. Mayor Garcetti's staff, from the chief of staff to the lower-level staff, often gossiped that Mr. Jacobs was a liability to the Mayor's Office. Ms. Guerrero also made comments every now and then that indicated that she believed Mr. Jacobs was a liability to Mayor Garcetti. Occasionally, whenever the topic of Mr. Jacobs' conduct arose, such as when an employee commented about something Mr. Jacobs did that day, Ms. Guerrero responded by shrugging it off. Mr. Casas did not recall any specifics of what Ms. Guerrero said and he did not recall Ms. Guerrero reference Mr. Jacobs being "touchy-feely." However, based on her responses, he surmised that Ms. Guerrero believed that Mr. Jacobs was a liability to Mayor Garcetti because of the inappropriate behavior about which others commented.

Additionally, various City employees were in two private Facebook groups in which they discussed Mr. Jacobs. The groups, for example, discussed how Mr. Jacobs created a title for himself—i.e., Deputy Chief of Staff. One group, named "Solid Gold," consisted of Ms. Guerrero and twelve to thirteen people close to her, such as Ms. Cabello, Marcel Porras, former Associate Director of Transportation,[30] Linda Lopez, former Chief of the Office of Immigrant Affairs, and Ms. Repenning. The other group, named "Chase Buckingham," consisted of thirty or more City employees, including junior staff and some senior staff. Mr. Casas was no longer a member of the group, which he believed Ms. Guerrero controlled. Mr. Casas possibly had screenshots of the comments from the private Facebook group.[31] Mr. Casas, however, did not recall any discussions in those Facebook groups about Mr. Jacobs engaging in inappropriate behavior of the type Ofc. Garza complained.

Mr. Casas also had conversations about Mr. Jacobs with Ms. Wakeland. Ms. Wakeland was on friendly terms with Mr. Jacobs. The conversations were not about anything negative related to Mr. Jacobs. They did not have any conversations about Ofc. Garza.

3. Alex Comisar's Account

Alex Comisar, Deputy Communications Director, began working for the City in 2015. Mr. Comisar reports to Dae Levine, Communications Director. Prior to his current position, Mr. Comisar worked as the Press Secretary.

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[30] Mr. Casas' deposition transcript cited "Marcel Flores" in the Mayor's Office. This was likely a reference to Marcel Porras, Chief Sustainability Officer for the Department of Transportation and former Associate Director of Transportation for the Mayor's Office.

[31] Mr. Casas indicated that he would provide the screenshots to counsel. This investigation did not receive those screenshots.

a) Relationship with Ofc. Garza and Mr. Jacobs

Mr. Comisar knew Ofc. Garza due to Ofc. Garza's position on Mayor Garcetti's security detail. Mr. Comisar staffed for Mayor Garcetti on multiple occasions, approximately once or twice a week prior to 2020. When Mr. Comisar staffed for Mayor Garcetti, he saw Ofc. Garza during the shifts Ofc. Garza worked. Although Mr. Comisar frequently staffed for Mayor Garcetti during City Hall meetings, most of Mr. Comisar's interactions with the security detail occurred when Mr. Comisar staffed for Mayor Garcetti at off-site events or trips.

Similarly, Mr. Comisar knew Mr. Jacobs due to Mr. Jacobs' relationship with Mayor Garcetti. Mr. Comisar saw Mr. Jacobs occasionally when Mr. Comisar staffed for Mayor Garcetti. Mr. Comisar had infrequent contact with Mr. Jacobs, approximately once a quarter.

Mr. Comisar saw the 2020 news coverage regarding Ofc. Garza's complaint. He did not know whether Ofc. Garza made an accurate complaint. Mr. Comisar did not see or hear about any of the conduct Ofc. Garza identified in his complaint.

b) Inappropriate Touching

Mr. Jacobs touched Mr. Comisar occasionally but not inappropriately. For example, Mr. Jacobs shook Mr. Comisar's hand. As well, Mr. Jacobs hugged Mr. Comisar with two arms in greeting. The hugs did not stand out as overly long or overly tight. The hugs did not make Mr. Comisar feel uncomfortable. Mr. Jacobs hugged others, as well, although Mr. Comisar did not recall a specific instance in which Mr. Jacobs did so. Mr. Comisar did not recall seeing others Mr. Jacobs hugged appear uncomfortable with the hugs.

Mr. Comisar did not see Mr. Jacobs kiss anyone on the mouth. However, Mr. Jacobs possibly kissed people on the cheek in greeting. In certain settings, such as some of the fundraising and political events, people appropriately greeted one another with kisses. Mr. Comisar did not know the relationships between all the individuals at the events, so kissing on the cheek in a greeting was possibly appropriate. If Mr. Jacobs kissed someone in greeting, it would not stand out to Mr. Comisar as inappropriate. Mr. Comisar also did not recall any instances of Mr. Jacobs' kisses being weird or uncomfortable.

Additionally, Mr. Comisar did not see Mr. Jacobs engage in other types of inappropriate touching. For example, Mr. Jacobs did not massage Mr. Comisar or squeeze his arms. Mr. Comisar also did not see Mr. Jacobs do so to others. However, Mr. Jacobs possibly did so when Mr. Comisar did not see it. Mr. Jacobs also possibly placed both his hands on someone's shoulders and said, "Hi, how are you doing?" Mr. Comisar, however, did not recall any specific instances of Mr. Jacobs doing so.

c) Inappropriate Comments

Mr. Comisar never heard Mr. Jacobs make comments that Mr. Comisar found inappropriate. Specifically, Mr. Comisar did not hear Mr. Jacobs make inappropriate comments about the appearance or physique of others. Occasionally, however, Mr. Jacobs gave compliments. For example, on one or two occasions, Mr. Jacobs told Mr. Comisar that Mr. Comisar looked handsome because of his suit or the way he styled his hair. The comment was not sexual, and the comment did not offend or put off Mr. Comisar. Rather, Mr. Comisar took the comment as a compliment.

In 2017 or 2018, Mr. Jacobs once made a sexual comment in a private conversation between Mr. Comisar and Mr. Jacobs. In the evening while on a trip (Mr. Comisar did not recall which trip), Mr. Comisar asked Mr. Jacobs about his evening plans. In response, Mr. Jacobs talked about a phone application he used to meet someone that evening. In that context, Mr. Jacobs said, "I'm going to get fucked." Mr. Comisar chuckled in response and mentioned that he planned to get drinks with some employees. Mr. Comisar did not find Mr. Jacobs' comment inappropriate. Although Mr. Comisar did not have a close relationship with Mr. Jacobs, they interacted and spoke to each other enough to have a casual relationship.

Mr. Comisar never heard any other sexual comments from Mr. Jacobs. He never heard Mr. Jacobs make the sexual comments that Ofc. Garza identified in his complaint. Mr. Comisar never heard Mr. Jacobs talk about, for example, "his young gay lover" or "his lover's penis." Mr. Comisar would remember if Mr. Jacobs made comments like that. Mr. Comisar also did not hear from others that Mr. Jacobs made sexual comments.

d) Specific Events and Trips

As part of his responsibilities, Mr. Comisar traveled with Mayor Garcetti. Mr. Jacobs was present on some of those trips. Ofc. Garza was also present on some of the same trips. However, Mr. Comisar did not recall which trips specifically because he accompanied Mayor Garcetti on so many trips. Mr. Comisar did not accompany Mayor Garcetti on any of the trips or 2019 political events Ofc. Garza identified in his complaint.

On June 23 to 26, 2017, Mr. Comisar accompanied Mayor Garcetti to the US Conference of Mayors in Miami Beach. During the conference, City employees and others affiliated with the City took group photos together. Mr. Comisar stood for a photo with City employees. **(Attachment O.)** Mr. Comisar surmised that he was also present when someone took the photo in which Mr. Jacobs placed his hand over Mr. Evans' groin area, because it likely occurred during the period when everyone took photos. **(Attachment N.)** However, Mr. Comisar did not see Mr. Jacobs engage in the conduct captured in that photo.

Mr. Comisar never saw the photo and did not know about the photo prior to November 2020. In November 2020, the LA Times contacted Mr. Comisar about the photo, in his

role as the spokesperson for Mayor Garcetti. Mr. Comisar also never previously heard anyone talk about the photo or about Mr. Jacobs' conduct in the photo. When Mr. Comisar saw the photo, however, he recognized that it occurred during the US Conference of Mayors.

e) Concerns about Mr. Jacobs' Conduct

Mr. Comisar never had any concerns or heard any concerns about Mr. Jacobs engaging in overly personal touching or making sexual comments. Mr. Comisar never heard Mayor Garcetti talk about Mr. Jacobs, much less about Mr. Jacobs engaging in concerning behavior. Mr. Comisar also never heard anyone refer to Mr. Jacobs as "a pig."

However, Mr. Comisar heard concerns that Mr. Jacobs was mean, yelled at employees and told employees they were doing poor work. For example, he heard that Mr. Jacobs told an employee that the employee wrote a terrible speech. Mr. Comisar did not recall from whom specifically he heard these things.

4. Ana Guerrero's Account

Ana Guerrero, Chief of Staff, began working for the City in 2008. Ms. Guerrero, however, worked with Mayor Garcetti since July 2001. In 2008, she became a City employee and Mayor Garcetti's Chief of Staff when he worked as a City Council member.

In her role, Ms. Guerrero spent a lot of time with Mayor Garcetti. She ran Mayor Garcetti's office and implemented his agenda.

a) Relationship with Ofc. Garza and Mr. Jacobs

Due to the frequency of her interactions with Mayor Garcetti, Ms. Guerrero saw the security detail almost daily. The security detail accompanied Mayor Garcetti everywhere, whether in the office or at Mayor Garcetti's house. The security detail members were polite and nice. Ms. Guerrero, however, was not close to them.

Ms. Guerrero knew Ofc. Garza. He was polite, nice and quiet. Ofc. Garza and Ms. Guerrero greeted each other in passing but did not have more substantiative conversations. Ms. Guerrero knew that Ofc. Garza was married and had children, but she learned that through office chatter rather than in conversation with Ofc. Garza.

Ms. Guerrero first met Mr. Jacobs in approximately 2004 as a friend of Mayor Garcetti's. Ms. Guerrero did not have much interaction with Mr. Jacobs until he started working for the City in 2013 as Deputy Chief of Staff. During this period, Ms. Guerrero and Mr. Jacobs had ongoing regular interactions. They had offices near each other and they attended staff meetings with Mayor Garcetti. However, they were not personal friends. They did not socialize together, although Ms. Guerrero attended a couple holiday parties at Mr. Jacobs' house and they went out for a drink once or twice after work.

In 2016, Mr. Jacobs took a leave of absence to help work on the Measure M campaign.[32] Mr. Jacobs did not return to City employment following his leave. However, Mr. Jacobs still worked with Mayor Garcetti. For example, Mr. Jacobs worked with Mayor Garcetti on a transportation bond and Mayor Garcetti's 2017 reelection campaign. During that time, Ms. Guerrero continued to interact with Mr. Jacobs and they saw each other a couple of times a week.

Ms. Guerrero did not like Mr. Jacobs. He had a different workstyle than Ms. Guerrero. Mr. Jacobs was gregarious, ambitious and hardworking. He was bold and ambitious about his goals. Mr. Jacobs came up with big ideas and executed them in assertive and focused ways. However, Mr. Jacobs was challenging to work with in environments that required collaborative teamwork. Unlike Mr. Jacobs, Ms. Guerrero liked to bring the team along and ensure that everyone could shine and take credit for their work. In comparison, Mr. Jacobs liked to be front and center and take all the credit.

b) Inappropriate Touching

Ms. Guerrero never saw or heard that Mr. Jacobs engaged in inappropriate touching. Ms. Guerrero did not see Mr. Jacobs inappropriately touch Ofc. Garza or anyone else on the security detail. Mr. Jacobs was gregarious and often gave assertive hugs and kisses. However, he hugged and kissed men and women and he did not do so inappropriately or forcibly.

Mr. Jacobs hugged those in lower positions than him in an assertive manner. Specifically, he placed both of his hands on the shoulders of another person and then pulled the person toward him into a tight, two-arm hug—a bear hug. Ms. Guerrero never saw Mr. Jacobs give "bro-hugs"—a handshake and then a half or one-arm hug. Ms. Guerrero opined that Mr. Jacobs hugged as he did to assert his dominance in the relationship. Mr. Jacobs did not aggressively hug people he viewed as having power, like Ms. Guerrero and Mayor Garcetti, for example. Ms. Guerrero opined that Mr. Jacobs did not hug her aggressively because he did not want to make their relationship more complicated.

In addition to hugging, Mr. Jacobs assertively kissed people on the cheek. He did not kiss Ms. Guerrero on the cheek, but he did so with others. As well, Ms. Guerrero heard men and women say that Mr. Jacobs kissed him or her on the mouth at a holiday party, but she could not recall who said this. It was not inappropriate for Mr. Jacobs to kiss people. Ms. Guerrero had mutual acquaintances with Mr. Jacobs in the gay community and those acquaintances described Mr. Jacobs as a person who gave "bear hugs" and kisses.

[32] Measure M, or the Los Angeles County Traffic Improvement Plan, was a sales tax measure on the November 8, 2016 ballot for Los Angeles County.

As well, Ms. Guerrero is Mexican and, in her culture, people kissed each other all the time. Thus, she did not believe that Mr. Jacobs' behavior was inappropriate.

c) Inappropriate Comments

Ms. Guerrero never heard Mr. Jacobs make sexual or otherwise inappropriate comments. More specifically, Ms. Guerrero never heard Mr. Jacobs make inappropriate comments in front of her, Mayor Garcetti or Ms. Wakeland. As well, Ms. Guerrero never heard Mr. Jacobs make inappropriate comments in the car with Mayor Garcetti. However, Ms. Guerrero rarely traveled in the car with Mayor Garcetti because she generally drove herself to events.

Ms. Guerrero also never heard Mr. Jacobs comment that someone was "so strong" or "so handsome." However, Mr. Jacobs complimented people's attire. Mr. Jacobs freely handed out compliments, to both men and women. Ms. Guerrero did not find the compliments inappropriate. For example, he occasionally complimented Ms. Guerrero, stating to the effect of, "That's a nice dress" or "You look great today." Mr. Jacobs also often complimented Ms. Wakeland's attire.

Similarly, Ms. Guerrero did not hear Mr. Jacobs comment on the physique of anyone in the security detail. However, Mr. Jacobs occasionally commented on Ms. Guerrero's fitness level. Ms. Guerrero was public about how much she worked out. Ms. Guerrero did not recall any specific instances or the specific words that Mr. Jacobs said. However, in that context, Mr. Jacobs made comments to the effect of, "Oh, you're in shape and I'm not." Ms. Guerrero did not take offense to the comments.

Ms. Guerrero never heard Mr. Jacobs say anything to the effect of, "I love me my strong LAPD officers."

d) Specific Events and Trips

Ms. Guerrero attended the 2014 fitness event to celebrate Mayor Garcetti's birthday. She was the emcee for the event so did not participate on a team. Ms. Guerrero asked Mr. Jacobs to help drive a team from one location to the next. She did not recall which team Mr. Jacobs drove. Ms. Guerrero also recalled Ofc. Garza participating on a team at the event. Ofc. Garza possibly was on the team that Mr. Jacobs drove. Ms. Guerrero did not recall any interactions between Ofc. Garza and Mr. Jacobs during the event.

Ms. Guerrero only occasionally traveled with Mayor Garcetti on out-of-town trips. Mr. Jacobs did not attend any of these trips. Typically, when Mr. Jacobs accompanied Mayor Garcetti on his trips Ms. Guerrero did not need to also attend. She needed to stay behind and run the Mayor's Office.

Ms. Guerrero was not present at the 2019 political events that Ofc. Garza identified in his complaint.

e) Concerns about Mr. Jacobs' Conduct

Ms. Guerrero never had a conversation with Mayor Garcetti or Ms. Wakeland about what to do about Mr. Jacobs' inappropriate conduct, although Ms. Guerrero was often at Mayor Garcetti's house. Mayor Garcetti also never said anything to Ms. Guerrero about Mr. Jacobs engaging in inappropriate conduct. However, Ms. Guerrero told Mayor Garcetti, with whom she was personal friends, that she did not like Mr. Jacobs because of his workstyle. This conversation occurred in the Mayor's Office at City Hall and not at Mayor Garcetti's house.

Ms. Guerrero believed that Mayor Garcetti would not approve of Mr. Jacobs making sexual or otherwise inappropriate comments, much less laugh at the comments as Ofc. Garza stated. Ms. Guerrero could not imagine anyone engaging in inappropriate conduct or making sexual comments in front of Mayor Garcetti. Everyone, including Mr. Jacobs, knew that Mayor Garcetti was a warm and kind man who would disapprove of anyone engaging in inappropriate behavior of the kind in Ofc. Garza's complaint.

Moreover, if someone engaged in that type of inappropriate behavior, Mayor Garcetti would make his disapproval known. Mayor Garcetti did not approve of inappropriate behavior because he wanted employees to enjoy being at work and work together. He indicated, through his words and his actions, that he wanted a professional, cordial and civil work environment.

For example, Mayor Garcetti once chastised Ms. Guerrero for conduct that he believed was inappropriate. In 2012, Ms. Guerrero assisted Mayor Garcetti's political team. Ms. Guerrero told a consultant in an email that she did not like a mailer the consultant produced. In response, Mayor Garcetti sent a separate email to Ms. Guerrero, warning her to watch her tone. That incident also informed Ms. Guerrero's belief that Mayor Garcetti would not allow anyone to engage in inappropriate conduct.

Additionally, Ms. Guerrero never heard others raise concerns that Mr. Jacobs engaged in inappropriate conduct. For example, Ms. Guerrero never heard Ms. Ciardullo or Ms. Narewatt raise any concerns about Mr. Jacobs' conduct. While Ms. Guerrero believed that Ms. Narewatt found Mr. Jacobs frustrating, she believed that they got along. In comparison, Ms. Guerrero did not know whether Ms. Ciardullo liked or disliked Mr. Jacobs as Ms. Ciardullo never shared her opinion. Ms. Guerrero never heard Ms. Ciardullo, Ms. Narewatt or anyone else call Mr. Jacobs "a pig."

However, some employees raised concerns about Mr. Jacobs' workstyle. For example, Ms. Guerrero heard some employees who were more used to a collaborative style say that they had a hard time adjusting to Mr. Jacobs' workstyle. Mr. Jacobs was demanding and had high standards. His method of delivering messages was also demanding.

f) Ofc. Garza's Complaint

Ms. Guerrero did not know why Ofc. Garza raised his complaint. However, she heard "through the grapevine" that Ofc. Garza had family that worked for LAPD and that he was angry about what Mayor Garcetti said during the 2020 racial justice movement.

5. Borja Leon's Account

Borja Leon, former Director of Transportation, worked for the City from October 2005 to September 2018. Mr. Leon began working for the City as the Deputy Mayor of Transportation under Mayor Villaraigosa's administration. Mr. Leon then became the Director of Transportation after Mayor Garcetti assumed office in 2013.

In July 2018, Mr. Leon went on a leave of absence and, in September 2018, Mr. Leon ceased employment with the City. He has not seen Mayor Garcetti or Mr. Jacobs since.

a) Relationship with Ofc. Garza and Mr. Jacobs

Mr. Leon believed he knew who Ofc. Garza was but he never interacted with Ofc. Garza. Mr. Leon did not interact with any of Mayor Garcetti's security detail. He occasionally saw them escorting Mayor Garcetti or performing advance work. Additionally, Mr. Leon saw the security detail outside of Mayor Garcetti's office. Mr. Leon had an office on the third floor but not near Mayor Garcetti's office. When Mr. Leon met with Mayor Garcetti, he waited quietly outside where the security detail sat. Mr. Leon interacted with Mayor Garcetti infrequently, from weekly to biweekly. And sometimes Mr. Leon did not see Mayor Garcetti for a month or two.

Mr. Leon did not recall seeing Mr. Jacobs and Mayor Garcetti's security detail members around one another. If it happened, it was a quick and random interaction.

Mr. Leon and Mr. Jacobs did not have many in-person interactions. However, they had a good work relationship. Mr. Leon mostly spoke with Mr. Jacobs on the phone. He only saw Mr. Jacobs in the office about once every three months. Similarly, once Mr. Jacobs stopped working as a City employee, Mr. Leon still only saw him about once a quarter. They did not see each other outside of work.

b) Inappropriate Touching

Mr. Leon never saw Mr. Jacobs engage in any inappropriate touching. Mr. Jacobs did not squeeze Mr. Leon's arms or shoulders and Mr. Leon did not see Mr. Jacobs do so to anyone else. Mr. Jacobs also did not massage Mr. Leon and Mr. Leon did not see Mr. Jacobs do so to anyone else.

Mr. Jacobs never touched Mr. Leon other than to give him handshakes and to once hug him. Following Mayor Garcetti's successful re-election, in celebration, Mr. Jacobs and

Mr. Leon hugged one another. It was a mutual two-arm hug. The hug was not inappropriate or uncomfortable.

Mr. Leon did not recall seeing Mr. Jacobs hug others. Mr. Jacobs possibly did but nothing stuck out to Mr. Leon. Mr. Leon did not recall any hugs being too long, too tight, uncomfortable or inappropriate.

c) Inappropriate Comments

Mr. Leon never heard Mr. Jacobs make any inappropriate comments. Mr. Jacobs was a sarcastic guy, but he did not make any inappropriate or sexual comments. Mr. Leon also never heard Mr. Jacobs make comments about a person's appearance or physique. If Mr. Jacobs made an inappropriate or sexual comment in front of Mr. Leon, Mr. Leon would remember.

d) Specific Trips and Events

Mr. Leon did not attend any of the events or trips identified in Ofc. Garza's complaint.

In May 2017, Mr. Leon accompanied Mayor Garcetti on a Washington D.C. trip. During the trip, Mr. Leon rode in the car with both Mayor Garcetti and Mr. Jacobs. That was the only time Mr. Leon ever rode in a car with both Mayor Garcetti and Mr. Jacobs. Mr. Leon did not see Mr. Jacobs engage in any inappropriate conduct on that trip, Including in an elevator.

e) Concerns about Mr. Jacobs' Conduct

Mr. Leon never heard any concerns about Mr. Jacobs' conduct. Mr. Leon did not hear Mayor Garcetti talk about Mr. Jacobs or Mr. Jacobs' conduct. Although some employees complained about Mr. Jacobs, the complaints involved Mr. Jacobs' workstyle rather than his conduct. Mr. Leon never heard anyone call Mr. Jacobs "a pig" or apologize for his behavior.

6. Rich Llewellyn's Account

Rich Llewellyn, City Administrative Officer (CAO), began working for the City in 2001. In 2017, Mr. Llewellyn became the CAO. He reports to Mayor Garcetti and the City Council. Prior to becoming CAO, Mr. Llewellyn worked in the Mayor's Office as Legal Counsel to the Mayor, a position he held from 2013 to 2017.

Ofc. Garza's complaint was "crazy." Mr. Llewellyn did not know Ofc. Garza well and did not know whether the complaint was true. It was strange, however, that Ofc. Garza did not raise his complaint until many years later. Mr. Llewellyn never heard anyone raise complaints of this nature against Mr. Jacobs.

a) Relationship with Ofc. Garza and Mr. Jacobs

Mr. Llewellyn was familiar with Ofc. Garza as a member of Mayor Garcetti's security detail. When Mr. Llewellyn worked for the Mayor's Office, he had an office on the same floor as Mayor Garcetti's office, and he worked as part of Mayor Garcetti's senior team. Due to that, Mr. Llewellyn saw security detail members often. However, Mr. Llewellyn was not social friends with Ofc. Garza. They only engaged in small talk and exchanged pleasantries. They did not have any extensive or in-depth conversations. For example, Mr. Llewellyn did not know whether Ofc. Garza had children. Mr. Llewellyn did not speak to Ofc. Garza after Mr. Llewellyn stopped working in the Mayor's Office.

Mr. Llewellyn saw Mr. Jacobs almost every day when Mr. Jacobs worked as a City employee—i.e., 2013 to 2016. Mr. Llewellyn first met Mr. Jacobs in 2013, during Mayor Garcetti's mayoral campaign. And, after Mayor Garcetti assumed office, Mr. Jacobs joined Mayor Garcetti's senior team. As members of the senior team, Mr. Llewellyn and Mr. Jacobs attended numerous meetings together, multiple times a week. Additionally, Mr. Jacobs' had an office next to Mr. Llewellyn's office.

However, Mr. Jacobs and Mr. Llewellyn were not friends. Rather, Mr. Llewellyn disliked Mr. Jacobs. Mr. Llewellyn did not like Mr. Jacobs because Mr. Jacobs was a "glad-hander" whereas Mr. Llewellyn was an "inside the building politics person." Further, Mr. Llewellyn surmised that Mr. Jacobs viewed him as an "inside the government" person, with too many boxes to check. However, Mr. Llewellyn and Mr. Jacobs did not have any fights or disagreements, other than occasionally disagreeing on strategy.

Since 2016, after Mr. Jacobs ceased work as a City employee, Mr. Llewellyn saw Mr. Jacobs less. Mr. Jacobs stayed within Mayor Garcetti's political circle, though, so Mr. Llewellyn continued to see Mr. Jacobs approximately once a month at Mayor Garcetti's house, political events and occasional meetings.

b) Inappropriate Touching

Mr. Jacobs did not touch Mr. Llewellyn. Mr. Llewellyn also did not see Mr. Jacobs touch others inappropriately, such as by massaging someone's shoulders or squeezing someone's arms. Mr. Jacobs possibly touched people, although not inappropriately.

For example, Mr. Jacobs possibly kissed people on the cheek in greeting. It would not surprise Mr. Llewellyn to hear that Mr. Jacobs kissed people on the cheek in greeting. However, Mr. Llewellyn did not recall seeing Mr. Jacobs kiss anyone, whether on the cheek or on the mouth. Mr. Llewellyn also did not recall seeing anyone recoil or appear uncomfortable by Mr. Jacobs' greeting.

Additionally, Mr. Jacobs was a hugger. Although Mr. Llewellyn did not recall any specific instances, Mr. Llewellyn likely saw Mr. Jacobs hug people, since he knew that Mr. Jacobs was a hugger. However, Mr. Llewellyn did not recall seeing Mr. Jacobs hug City

employees. Rather, Mr. Jacobs more likely hugged people who were not City employees, such as businesspeople or people from the foundations Mr. Jacobs managed. Mr. Llewellyn did not see anyone who Mr. Jacobs hugged look uncomfortable. Mr. Jacobs' hugs did not linger and were not lengthy.

Mr. Llewellyn did not recall any specific interactions between Ofc. Garza and Mr. Jacobs. Everyone interacted with the security detail at the same level—i.e., they only exchanged pleasantries. Mr. Llewellyn never saw Mr. Jacobs hug Ofc. Garza. Mr. Llewellyn did not know whether Mr. Jacobs ever hugged Ofc. Garza. If it happened, Mr. Llewellyn did not see it. However, it was not the case that Mr. Jacobs routinely hugged Ofc. Garza. As well, Mr. Llewellyn never heard Ofc. Garza raise concerns that Mr. Jacobs touched him inappropriately.

c) Inappropriate Comments

Mr. Llewellyn never heard Mr. Jacobs make any inappropriate comments, such as comments about a person's appearance or physique. For example, if Mr. Jacobs said, "Your muscles are so tight," Mr. Llewellyn would remember, especially if it was to a straight security detail member.

As well, Mr. Llewellyn did not hear Mr. Jacobs make any sexual comments or jokes. Mr. Llewellyn did not joke with Mr. Jacobs. Mr. Llewellyn also did not engage in conversations about their respective personal lives with Mr. Jacobs. Mr. Llewellyn only knew Mr. Jacobs' former partner, Mr. Kadlec, because Mr. Kadlec visited the office once in a while.

d) Specific Events and Trips

Mr. Llewellyn did not attend or was not present at any of the specific events and trips that Ofc. Garza identified in his complaint. Mr. Llewellyn infrequently traveled with Mayor Garcetti for his work.

e) Concerns about Mr. Jacob's Conduct

Mr. Llewellyn never heard anyone raise concerns about Mr. Jacobs engaging in inappropriate behavior. Specifically, he never heard anyone call Mr. Jacobs "a pig" or apologize for his behavior. Some people in the Mayor's Office did not like Mr. Jacobs. However, that was due to Mr. Jacobs' leadership style, rather than because he engaged in inappropriate conduct.

Additionally, Mr. Llewellyn never heard Mayor Garcetti raise concerns about Mr. Jacobs engaging in inappropriate behavior. Mr. Llewellyn would find it surprising that Mayor Garcetti tolerated inappropriate conduct from Mr. Jacobs. Mayor Garcetti considered himself a feminist and alert to these types of issues. Mr. Llewellyn believed that, if

Mayor Garcetti saw Mr. Jacobs engage in inappropriate behavior, Mayor Garcetti would not tolerate it and would address it.

7. Heather Repenning's Account

Heather Repenning, Metropolitan Water District Board of Directors, worked for the City intermittently in various positions from 2001 to October 2018. Ms. Repenning last worked for the City as Commissioner on the Board of Public Works.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ms. Repenning had an odd relationship with Mr. Jacobs. Although mostly positive, they had some tension between them. Ms. Repenning met Mr. Jacobs prior to his becoming a City employee. Both Mr. Jacobs and Ms. Repenning worked in Mayor Garcetti's circle and Ms. Repenning saw Mr. Jacobs at various political events a few times each year.

From 2013 to 2015, Ms. Repenning worked as the Director of External Affairs in the Mayor's Office. In that role, she reported to Mr. Jacobs and saw him daily. During that period, work tensions arose between them. Mr. Jacobs' workstyle conflicted with Ms. Repenning's workstyle. Additionally, it seemed that Mr. Jacobs did not want Ms. Repenning to be around Mayor Garcetti and he limited her interactions with Mayor Garcetti.

In 2015, Ms. Repenning left the Mayor's Office to work for the Board of Public Works. The tensions in her relationship with Mr. Jacobs was one of five or six reasons why she left the Mayor's Office. In her new position, Ms. Repenning continued to work on the same floor as Mr. Jacobs and attend some of the same events, so she still saw him approximately once or twice a month.

Due to Mr. Jacobs' efforts, Ms. Repenning had limited interactions with Mayor Garcetti. Typically, someone in her role —i.e., the Director of External Affairs—traveled with Mayor Garcetti. However, Ms. Repenning did not travel with Mayor Garcetti. Ms. Repenning also did not attend weekly meetings with Mayor Garcetti because she was not part of the core City staff.

Since 2015, Ms. Repenning had even less contact with Mayor Garcetti. Though she still worked as a City employee, she was no longer part of the Mayor's Office. She sometimes interacted with Mayor Garcetti but mostly worked with Mayor Garcetti's staff.

Ms. Repenning knew Ofc. Garza. Ms. Repenning knew most of Mayor Garcetti's security detail, but she never got to know Ofc. Garza. Ms. Repenning probably never spent an hour in the same room with Ofc. Garza.

Ms. Repenning did not recall any of Mr. Jacobs' interactions with the security detail. The security detail traveled with Mayor Garcetti or were stationed at the front desk.

Mr. Jacobs handled trips and events and, due to the chain of command, if Mr. Jacobs was there, Ms. Repenning had no reason to also be present. For the most part, Mr. Jacobs attended the trips and events with Mayor Garcetti, so Ms. Repenning did not do so.

b) Inappropriate Touching

Mr. Jacobs did not touch Ms. Repenning inappropriately and Ms. Repenning never saw him engage in inappropriate touching with others. Mr. Jacobs had a big personality and was loud. Additionally, high-level politics was an environment that included a lot of hugging. However, Ms. Repenning did not see or hear that Mr. Jacobs engaged in inappropriate physical conduct or gestures.

Ms. Repenning did not recall Mr. Jacobs being particularly physical. Mr. Jacobs gave Ms. Repenning handshakes and hugged her a couple of times. The hugs were not inappropriate, uncomfortable or odd. Ms. Repenning likely saw Mr. Jacobs hug others, but she did not recall specifically. She did not recall seeing Mr. Jacobs hug any members of Mayor Garcetti's security detail.

As well, Ms. Repenning did not recall Mr. Jacobs squeezing Ms. Repenning's arms or shoulders or massaging her shoulders. Ms. Repenning also did not recall seeing Mr. Jacobs do that to anyone else.

c) Inappropriate Comments

Mr. Jacobs was a provocative person with a large personality. He liked to make provocative comments to surprise people. Often, the comments were funny and sometimes smart. Mr. Jacobs could have made comments that people found offensive, but Ms. Repenning did not recall any specific offensive comments he made.

And, although Mr. Jacobs made provocative comments, he did not make any sexual comments. Ms. Repenning never heard Mr. Jacobs make sexual comments, including comments about his sexual relationships or sexual preferences. She also never heard Mr. Jacobs make any comments about a person's physique or his or her muscles.

Mr. Jacobs, however, complimented people. For example, he complimented people when they dressed well. Mr. Jacobs was an aesthetically oriented person who appreciated appearances. When Ms. Repenning dressed nice, Mr. Jacobs complimented her. Ms. Repenning did not recall hearing him say, "You're so strong and handsome," but he possibly did.

Ms. Repenning never saw or heard Mr. Jacobs say anything that created an unfit or unsafe workplace. In 2013 to 2015, when Ms. Repenning reported to Ms. Jacobs, Ms. Repenning managed about twenty employees who worked with Mr. Jacobs directly. Ms. Repenning never had the sense that Mr. Jacobs said anything to her employees

about which she needed to raise concerns. As well, no one ever complained to Ms. Repenning about Mr. Jacobs' comments. Ms. Repenning was protective of her staff, so if Mr. Jacobs did do something inappropriate to her staff, Ms. Repenning would have raised concerns.

d) Specific Events and Trips

In June 2017, Ms. Repenning went to the US Conference of Mayors in Miami Beach. Ms. Repenning attended the conference because the City received an award for its Clean Streets program, which was Ms. Repenning's project. She did not attend the conference as part of Mayor Garcetti's team.

During the conference, Ms. Repenning stood for photos with Mayor Garcetti and various others. In one such photo, Mr. Jacobs made a gesture in which he placed his open hand in front of Mr. Evans' groin area. **(Attachment N.)** At the time of the photo, Ms. Repenning did not see Mr. Jacobs make the gesture. Ms. Repenning did not recall who took the photo.

A few hours later that evening, Ms. Repenning saw the photo. Ms. Repenning did not recall but she believed someone took the photo with her cellphone, and that she shared the photo with some others in the photo—i.e., Mr. Evans, Mr. Orozco and Mr. Perttula. However, someone possibly shared the photo with her instead.

Ms. Repenning never shared or discussed the photo with Mayor Garcetti or Mr. Jacobs. And, she never heard that anyone else did so. She did not believe that Mayor Garcetti ever saw the photo. Ms. Repenning did not think that the gesture Mr. Jacobs made in the photo was something about which she needed to raise concerns. Ms. Repenning tried to be sensitive to inappropriate conduct, but it did not seem to her that she needed to take action in this case.

Sometime later, after the conference, Ms. Repenning talked to Mr. Evans about the photo. She did not recall Mr. Evans' response. Ms. Repenning did not recall whether she spoke to Mr. Perttula about the photo. The photo was not a huge issue, so she did not recall to whom she spoke about it.

Ms. Repenning did not attend any of the specific trips or 2019 political events Ofc. Garza identified in his complaint. Ms. Repenning also did not attend the May 2017 trip to Washington D.C.

e) Concerns about Mr. Jacobs' Conduct

Ms. Repenning never heard Mayor Garcetti talk about Mr. Jacobs engaging in inappropriate behavior. Ms. Repenning did not believe that anyone would talk crassly in front of Mayor Garcetti. Mayor Garcetti was a polished and refined person. She did not believe he allowed people to make crass comments in front of him.

Moreover, Ms. Repenning did not believe that Mr. Jacobs would engage in inappropriate behavior, such as by using foul language or discussing sexual topics, in front of Mayor Garcetti. Mr. Jacobs behaved himself in front of those with power or wealth.

Ms. Repenning never heard anyone call Mr. Jacobs "a pig."

8. Carlos Singer's Account

Carlos Singer, Legal Counsel to the Mayor, began working for the City in 2007, under a prior mayor's administration. Mr. Singer left City employment in 2008. In September 2017, Mr. Singer resumed employment with the City as Deputy Legal Counsel to Mayor Garcetti. In approximately September 2018, Mr. Singer became Legal Counsel to Mayor Garcetti. He reports to Mayor Garcetti.

a) Relationship with Ofc. Garza and Mr. Jacobs

Prior to 2017, Mr. Singer did not have a relationship with Mayor Garcetti or Mr. Jacobs. Mr. Singer was somewhat familiar with Mayor Garcetti because Mr. Singer previously worked for the City. In 2013, Mr. Singer supported Mayor Garcetti's campaign for mayor. But, Mr. Singer did not have any interactions with Mayor Garcetti or Mr. Jacobs. Mr. Singer became acquainted with Ms. Guerrero at one of the fundraising events for Mayor Garcetti's campaign.

Since 2017, Mr. Singer became acquainted with Mr. Jacobs. They had minimal interactions. Mr. Singer saw Mr. Jacobs approximately six to eight times a year, when Mr. Jacobs visited City Hall or at various events. For example, in either 2018 or 2019, Mr. Singer attended a holiday party at Mr. Jacobs' house. However, because Mr. Jacobs was no longer a City employee and focused primarily on Mayor Garcetti's political endeavors, he rarely visited City Hall. Instead, Mr. Jacobs met with Mayor Garcetti at Mayor Garcetti's house or other locations.

Mr. Singer did not have many interactions with Ofc. Garza. The security detail sat at a desk outside of the controlled entry area to Mayor's Garcetti's office. Only a few people, such as Mayor Garcetti and Mr. Singer, worked inside the controlled entry area. Ofc. Garza and Mr. Singer recognized each other but never had a conversation. Even before Ofc. Garza went on leave, Mr. Singer did not see Ofc. Garza on duty often.

Mr. Singer occasionally saw Mr. Jacobs interact with the security detail. After leaving Mayor Garcetti's office, Mr. Jacobs passed by Mr. Singer's office and went to the desk where the security detail sat. Mr. Jacobs greeted the security detail and engaged in small talk. Mr. Jacobs had a stereotypical "masculine affect," which meant that he was loud and gregarious. For example, when Mr. Jacobs greeted the security detail, he loudly said, "Hey, how are you doing, guys?" Mr. Singer did not see Mr. Jacobs engage in any inappropriate conduct with the security detail members.

b) Inappropriate Touching

Mr. Singer never saw Mr. Jacobs touch people in a way that Mr. Singer believed was inappropriate. Mr. Singer saw Mr. Jacobs hug people, although he did not recall any specific instances. Mr. Jacobs likely gave one-arm hugs. Mr. Singer never received an awkward hug—i.e., a hug that was long or particularly tight—from Mr. Jacobs or saw Mr. Jacobs give such a hug to others. Moreover, Mr. Singer probably hugged Mr. Jacobs. That was a common way to greet people. Additionally, when Mr. Jacobs gave people a firm pat on the back when releasing a hug, the pat did not linger.

Mr. Singer did not see Mr. Jacobs massage anyone's shoulders or engage in other forms of touching. Mr. Singer also did not recall Mr. Jacobs squeezing a person's arm. However, it possibly happened. Generally, when Mr. Singer received an arm squeeze from someone, he understood it to mean that the other person was happy to see him.

c) Inappropriate Comments

Mr. Singer did not hear Mr. Jacobs make any inappropriate comments. Mr. Singer also never heard people raise concerns that Mr. Jacobs did so. As well, Mr. Singer did not hear Mr. Jacobs make comments about a person's appearance or physique, such as "Your muscles are so tight." However, Mr. Jacobs possibly complimented Mr. Singer, such as on his suit and tie or attire. But, Mr. Singer did not recall any specific instances. Mr. Singer also did not recall Mr. Jacobs say, "You look so good," although he possibly did.

Mr. Singer never heard Mr. Jacobs say anything to the effect of, "I love me my LAPD officers." However, he would not be surprised if Mr. Jacobs said it.

Additionally, Mr. Singer did not hear Mr. Jacobs make sexual comments or inappropriate comments related to fundraisers. Moreover, Mr. Singer did not recall if Mr. Jacobs used expletives. It would not surprise Mr. Singer if Mr. Jacobs used expletives, but Mr. Singer did not recall Mr. Jacobs doing so. Mr. Singer never rode in Mayor Garcetti's vehicle with both Mayor Garcetti and Mr. Jacobs.

d) Specific Events and Trips

Mr. Singer did not attend any of the trips with Mayor Garcetti or 2019 political events that Ofc. Garza identified in his complaint.

e) Concerns about Mr. Jacobs' Conduct

Mr. Singer never heard anyone raise concerns about Mr. Jacobs engaging in inappropriate conduct. Additionally, he never heard anyone call Mr. Jacobs "a pig" or apologize for Mr. Jacobs' behavior.

f) Ofc. Garza's Complaint

Mr. Singer heard two theories for why Ofc. Garza raised his complaint. First, Mr. Singer heard that the LAPPL, the LAPD's union, encouraged Ofc. Garza to file his complaint. As well, Ofc. Garza was annoyed with Mayor Garcetti for comments that Mayor Garcetti made during the racial justice protests. Second, Mr. Singer heard that Ofc. Garza had money issues. Ofc. Garza purchased a new house recently and so needed money.

9. Charles Small's Account

Charles Small, Director of Federal Affairs and National Engagement, began working for the City in May 2017. Mr. Small reports to Breelyn Pete, Deputy Mayor of Legislative and External Affairs. Mr. Small is based in Washington D.C. rather than Los Angeles.

a) Relationship with Ofc. Garza and Mr. Jacobs

Mr. Small had a good relationship with Ofc. Garza. Ofc. Garza accompanied Mayor Garcetti on two to three trips that Mr. Small also attended. Mr. Small did not recall specifically which trips, but they were likely only trips in Washington D.C. because Mr. Small recalled Ofc. Garza driving him through Washington D.C. traffic at least once. Mr. Small liked Ofc. Garza, who was cordial and professional. They also occasionally joked around.

Mr. Small was also familiar with Mr. Jacobs. Mr. Small did not know Mr. Jacobs prior to becoming a City employee. Since May 2017, Mr. Small met Mr. Jacobs during five to six trips to Washington D.C. and other cities. Mr. Small's interactions with Mr. Jacobs primarily occurred during those events.

Mr. Small also naturally crossed paths with Mr. Jacobs due to the nature of their work. For example, Mr. Jacobs and Mr. Small both worked on organizing Mayor Garcetti's US Conference of Mayors trips. As well, Mr. Small collaborated with Mr. Jacobs once every three to six months on other events. Mr. Small asked Mr. Jacobs for ideas and input for events to put on Mayor Garcetti's agenda during those trips, which Mr. Small managed.

b) Inappropriate Touching

Mr. Small never saw or heard that Mr. Jacobs engaged in inappropriate touching. He also never heard from others that they found Mr. Jacobs' touching inappropriate.

Mr. Jacobs never touched Mr. Small inappropriately. Mr. Jacobs greeted Mr. Small with handshakes and "bro-hugs"—a one-arm handshake and a one-arm hug—which were common greetings for people familiar with one another. Mr. Jacobs' hugs did not seem inappropriate or make Mr. Small feel uncomfortable. The hugs were quick, maybe two seconds, and did not linger. Other than handshakes and one-arm "bro-hugs," Mr. Jacobs did not touch Mr. Small. For example, Mr. Jacobs did not squeeze Mr. Small's arm, massage his shoulders or kiss him.

Mr. Small also did not specifically recall seeing Mr. Jacobs touch others. Mr. Jacobs possibly hugged others because handshakes and hugs were common greetings. Mr. Small did not, however, see Mr. Jacobs squeeze, massage or kiss others, whether on the cheek or the mouth.

c) Inappropriate Comments

Mr. Small never heard Mr. Jacobs make inappropriate comments, such as sexual or overly personal comments. Occasionally, however, Mr. Jacobs made jokes that pushed the boundaries of workplace appropriateness, especially for someone not familiar with Mr. Jacobs. But, the jokes were not of the type that Mr. Small considered unprofessional or offensive. Mr. Small could not recall any examples of Mr. Jacobs' jokes that pushed the boundaries.

Occasionally, Mr. Jacobs commented about physical appearance and physique. Mr. Small heard Mr. Jacobs say, "You're so strong and handsome," as a juvenile joke that was not directed at any specific individual. There was no weight or action behind the comment. As well, Mr. Jacobs once jokingly told Mr. Small, "I like my LAPD officers to be big and strong." Mr. Small understood the comment to mean that if someone were to become a danger to Mayor Garcetti, he preferred to have a physically fit police officer protecting Mayor Garcetti. Mr. Small did not find the joke inappropriate. However, the joke could be interpreted in a different way.

d) Specific Events and Trips

In his role, Mr. Small occasionally traveled with Mayor Garcetti. However, Mr. Small did not accompany Mayor Garcetti on any of the four trips Ofc. Garza identified in his complaint. As well, Mr. Small did not accompany Mayor Garcetti to any of the 2019 local political events that Ofc. Garza also identified.

In May 2017, Mayor Garcetti went to Washington D.C. to support Infrastructure Week, to discuss Measure M and for a series of events on Capitol Hill and with the United States Chamber of Commerce. Mr. Small recalled the trip because it occurred shortly after his hire and Mr. Jacobs' birthday also occurred during the trip. Other City employees on the trip included Ms. Ciardullo, Mr. Leon, Ms. Narewatt, and Mr. Robb.

Mr. Small did not recall seeing Mr. Jacobs engage in any inappropriate conduct during the trip. Mr. Small did not recall being in an elevator with both Mayor Garcetti and Mr. Jacobs during the trip. Mr. Small primarily did advance work, but he possibly rode an elevator with Mayor Garcetti in the Senate building. Mr. Small did not recall Mayor Garcetti ever telling Mr. Jacobs to stop something in an elevator during the trip.

In June 2017, Mr. Small accompanied Mayor Garcetti to the US Conference of Mayors in Miami Beach. Mr. Small was also present at the event at which various people took photos with Mayor Garcetti. The event occurred at the end of the trip, during which

Mayor Garcetti had a packed schedule. That event was the only time people had to unwind after the conference. During the event, Mr. Small did not take any photos, but he stood for one or two photos.

Mr. Small did not see Mr. Jacobs pose for the photo in which he placed his open hand in front of Mr. Evans' groin area. **(Attachment N.)** Mr. Small was present at the event in which the photo was taken, and he recalled seeing the people in the photo at the event. However, Mr. Small did not see the photo after the event. He did not talk about or hear talk about the photo or Mr. Jacobs' conduct in the photo after the event. Mr. Small saw the photo for the first time in the news in November 2020.

Mr. Small surmised that Mr. Jacobs regretted his conduct in the photo. That type of conduct was indicative of Mr. Jacobs' juvenile humor. As well, Mr. Small surmised that Mr. Jacobs only made the gesture because the group was in Miami Beach. Mr. Jacobs would not have done the same in Washington D.C. Moreover, although not the best judgment call, Mr. Small believed that Mr. Jacobs did not intend to hurt anyone with his conduct. The conduct occurred at the end of a trip and Mr. Jacobs was probably tired, so he did something stupid.

e) Concerns about Mr. Jacobs' Conduct

Mr. Small never heard concerns about Mr. Jacobs engaging in inappropriate conduct. He also never heard that people raised concerns about Mr. Jacobs' conduct. Additionally, Mr. Small never heard Mayor Garcetti talk about Mr. Jacobs engaging in inappropriate or concerning behavior.

However, Mr. Small once heard someone refer to Mr. Jacobs as "a pig." Mr. Small did not recall the specifics, including who made the comment. Mr. Small believed that the comment occurred in response to a juvenile joke Mr. Jacobs made.

10. Matt Szabo's Account

Matt Szabo, Deputy Chief of Staff, began working for the City in 2000. In 2016, when Mr. Jacobs took a leave of absence, Mr. Szabo replaced Mr. Jacobs as Deputy Chief of Staff. Mr. Szabo reports to Mayor Garcetti and Ms. Guerrero. Prior to his current position, Mr. Szabo was the Deputy Mayor of Budget and Innovation.

a) Relationship with Ofc. Garza and Mr. Jacobs

Mr. Szabo knew Ofc. Garza, but they did not interact often. Mr. Szabo infrequently had conversations with Ofc. Garza in passing, which consisted of conversations about how things were going or what someone was eating for lunch—i.e., pleasantries and small talk.

In comparison, Mr. Szabo had a more in-depth relationship with Mr. Jacobs. Mr. Szabo first met Mr. Jacobs in 2008, through the Courage Campaign. Every few months

thereafter, Mr. Szabo saw Mr. Jacobs at events related to several LGBTQ activism groups that formed following the passing of Proposition 8. As well, throughout 2008 to 2013, although Mr. Szabo and Mr. Jacobs did not regularly socialize, they went to dinner a couple times to discuss politics.

However, Mr. Szabo had minimal contact with Mr. Jacobs at work when he became a City employee in 2013. At the time, Mr. Szabo worked as a Commissioner on the Board of Public Works. Any work Mr. Szabo did with the Mayor's Office at that time was primarily with Ms. Guerrero or Mr. Llewellyn. Moreover, although Mr. Szabo worked in the same building as Mr. Jacobs, he was in a different wing on the other side of the building.

In 2015, Mr. Szabo began working for the Mayor's Office as Deputy Mayor of Budget and Innovation, reporting to Ms. Guerrero. For the most part, Mr. Szabo did not interact with Mr. Jacobs. However, the Mayor's Fund, which Mr. Jacobs managed, funded two of the teams Mr. Szabo led at the time. So, Mr. Szabo interacted with Mr. Jacobs in regard to those two teams. Otherwise, Mr. Szabo did not have many interactions with Mr. Jacobs.

In 2016, when Mr. Szabo replaced Mr. Jacobs as the Deputy Chief of Staff, Mr. Szabo continued to only minimally interact with Mr. Jacobs. They did not have any conversations about transitioning responsibilities because Mr. Szabo did not take on Mr. Jacobs' portfolio of work. Their conversations about the transition process only involved discussions about office furniture, because Mr. Szabo moved into the office Mr. Jacobs vacated.

Since 2016, after Mr. Jacobs took a leave and subsequently left City employment, Mr. Szabo continued to have minimal interactions with Mr. Jacobs. Mr. Szabo occasionally saw Mr. Jacobs at events during which they had conversations.

Mr. Szabo did not know whether Mr. Jacobs engaged in the conduct that Ofc. Garza identified in his complaint. It was difficult for Mr. Szabo to say whether Mr. Jacobs engaged in that type of conduct. As well, Mr. Szabo did not recall any specific interactions between Ofc. Garza and Mr. Jacobs. Mr. Szabo possibly saw Mr. Jacobs interact with Ofc. Garza and other security detail members, such as at events or while waiting outside of Mayor Garcetti's office. However, Mr. Szabo did not recall anything that stood out about those interactions.

b) Inappropriate Touching

Mr. Szabo did not see Mr. Jacobs engage in inappropriate behavior. Mr. Jacobs sometimes engaged in affectionate conduct, however, such as at fundraising events. Mr. Szabo did not consider the behavior inappropriate for the setting. For example, in a setting with numerous gay men present, gay men could be more affectionate toward

one another. Thus, in that setting, it was appropriate for Mr. Jacobs to engage in affectionate conduct toward others.

Although Mr. Szabo did not recall any specific instances, he believed that Mr. Jacobs hugged people in greeting at work. For example, Mr. Jacobs likely hugged people during receptions in the mayor's press conference room. Mr. Jacobs gave both two-arm hugs and one-arm "bro hugs"—a handshake with a hug and back pat. Nothing about the hugs were inappropriate. For example, the hugs were not long. However, because Mr. Jacobs was a large man, his two-arm hugs possibly felt like a big hug to a smaller person.

Mr. Szabo never saw or heard that Mr. Jacobs squeezed people's arms or rubbed their shoulders. However, if someone told Mr. Szabo that Mr. Jacobs squeezed his or her arm, Mr. Szabo would not be surprised. It possibly happened, but he did not recall specifically seeing it. Rubbing shoulders, however, was different from grabbing arms. Mr. Szabo did not see Mr. Jacobs rub anyone's shoulders.

Mr. Szabo never saw Mr. Jacobs kiss people forcibly or inappropriately, although he saw Mr. Jacobs give other men a quick kiss on the mouth in greeting. Occasionally, Mr. Jacobs kissed Mr. Szabo in greeting at events. Mr. Szabo did not find the conduct inappropriate and the kiss did not make him feel uncomfortable. Many gay men Mr. Jacobs' age kissed people in greeting. Such kisses were not intended to be aggressive or an attack. Mr. Szabo, however, never saw Mr. Jacobs kiss anyone in the workplace, such as in the Mayor's Office or at City Hall. Mr. Jacobs also did not kiss Mr. Szabo at work.

c) Inappropriate Comments

Mr. Szabo did not hear Mr. Jacobs make any inappropriate, suggestive comments, such as comments about someone's appearance or physique. Mr. Jacobs gave compliments when he greeted Mr. Szabo and others, but those comments were not inappropriate. Mr. Szabo did not recall any specific examples.

As well, gay men often had conversations about people's appearances. The comments were benign and not overtly sexual. For example, a comment could be something to the effect of, "Oh, he looks good." Mr. Szabo had conversations like that with Mr. Jacobs, although Mr. Szabo did not recall any specific instances. Mr. Jacobs possibly said, "You look so good," to Mr. Szabo or Mr. Szabo possibly heard him say it to someone else. But, Mr. Szabo did not hear Mr. Jacobs say anything to the effect of, "You're so strong and handsome" or "Your muscles are so tight." The comments Mr. Jacobs made were appropriate for the setting, such as at a social event. As well, the comments were never about anyone who worked in the Mayor's Office or other City employees. Thus, although Mr. Jacobs made comments about people's appearances, it was appropriate.

Mr. Szabo also never heard Mr. Jacobs make any comments like, "I love my strong LAPD officers." If he did, Mr. Szabo would remember hearing it. Similarly, Mr. Szabo did not

hear Mr. Jacobs say, "My name is Rick Jacobs, but you can call me Dick." Mr. Szabo would remember if Mr. Jacobs made a comment like that. As well, Mr. Szabo did not hear Mr. Jacobs make a comment like, "You guys ready to fuck without KY because we're going to fuck some people over tonight."

Further, Mr. Szabo never heard Mr. Jacobs make sexual or overly personal comments. Mr. Jacobs likely talked about his then-partner, Mr. Kadlec, who was younger, but the comments were complimentary. Mr. Szabo never heard Mr. Jacobs make sexual comments about Mr. Kadlec.

d) Specific Events and Trips

In February 2014, Mr. Szabo participated in the fitness workout event to celebrate Mayor Garcetti's birthday. Mr. Szabo did not recall who was on his team. Mr. Szabo was not on the same team as Ofc. Garza. Mr. Jacobs attended the event, but he did not participate. He drove teams from location to location. Mr. Jacobs did not drive Mr. Szabo's team.

Mr. Szabo infrequently traveled with Mayor Garcetti. In late February 2020, Mr. Szabo accompanied Mayor Garcetti to Las Vegas, Nevada to meet with a carpenter's union. Mr. Jacobs also attended the trip. Mr. Szabo did not attend any of the trips Ofc. Garza identified in his complaint.

Additionally, Mr. Szabo did not attend any of the 2019 political events that Ofc. Garza identified in his complaint.

e) Concerns about Mr. Jacobs' Conduct

Mr. Szabo never heard anyone talk about Mr. Jacobs engaging in inappropriate conduct. Specifically, Mr. Szabo never heard Mayor Garcetti, Ms. Guerrero or Ms. Wakeland talk about Mr. Jacobs engaging in concerning or inappropriate behavior. As well, Mr. Szabo never heard any executive officers talk about Mr. Jacobs engaging in concerning behavior. Mr. Szabo would remember if someone raised concerns about Mr. Jacobs engaging in inappropriate conduct. Mr. Szabo also never heard anyone call Mr. Jacobs "a pig."

Further, even if Mr. Jacobs engaged in inappropriate conduct, Mr. Jacobs would not have done so in front of Mayor Garcetti. That was not Mr. Jacobs' style and he knew that Mayor Garcetti would not approve of that type of conduct. If Mr. Jacobs engaged in behavior of the kind in Ofc. Garza's complaint, Mayor Garcetti would have found it inappropriate and would have said something to Mr. Jacobs about it. As well, Mr. Jacobs wanted to please Mayor Garcetti, so he would not have engaged in inappropriate behavior in front of Mayor Garcetti.

Although employees did not raise concerns about Mr. Jacobs engaging in inappropriate touching or making inappropriate comments, Mr. Szabo heard some employees raise concerns about Mr. Jacobs' management stye. Some of the employees who reported to Mr. Jacobs (Mr. Szabo did not recall anyone specifically) complained that Mr. Jacobs was a difficult boss.

F. Non-City Staff Accounts

1. Alec Evans' Account

Alec Evans, Partner with Kirra Consulting, began working at Kirra Consulting in 2010. Kirra Consulting is a public affairs and lobbying firm. Mr. Evans consults for clients that engage in municipal work contracts with the City.

a) Relationship with Ofc. Garza and Mr. Jacobs

Mr. Evans had limited interactions with Mr. Jacobs and did not consider him a friend. Mr. Evans first met Mr. Jacobs in 2013, when Mayor Garcetti assumed office. Thereafter, Mr. Evans saw Mr. Jacobs a handful of times a year, usually at political or fundraising events. Mr. Evans never worked with Mr. Jacobs.

In comparison, Mr. Evans considered Mayor Garcetti a friend. Mr. Evans took clients to meet with Mayor Garcetti on a variety of issues, approximately ten to fifteen times a year. Mr. Evans also saw Mayor Garcetti outside of work, such as at philanthropic events or at dinners.

Mr. Evans did not know Ofc. Garza. However, Mr. Evans occasionally saw Mr. Jacobs interact with Mayor Garcetti's security detail. The interactions were normal, like how Mr. Jacobs interacted with every other staffer. Mr. Evans did not see anything that stood out or appeared inappropriate.

b) Inappropriate Touching

Mr. Evans never saw Mr. Jacobs engage in inappropriate touching, although Mr. Jacobs often tried to be playful and joke around. Mr. Evans did not see Mr. Jacobs touch or hug the security detail members.

Mr. Jacobs also never touched Mr. Evans inappropriately. Mr. Jacobs did not touch Mr. Evans other than to shake his hand and give him a one-arm hug. The hugs were sometimes a few seconds long but did not make Mr. Evans uncomfortable. Mr. Jacobs did not squeeze or massage Mr. Evans.

Mr. Evans also saw Mr. Jacobs hug others in the same way he hugged Mr. Evans. Nothing about those hugs stood out to Mr. Evans as inappropriate. Mr. Evans also saw Mr. Jacobs squeeze someone's arm a few times. The squeezes were brief, but it struck

Mr. Evans as odd. However, Mr. Evans did not recall any specific instances of Mr. Jacobs doing so.

c) Inappropriate Comments

Mr. Evans never heard Mr. Jacobs make any inappropriate, crude, sexual or overly personal comments. He also never heard that Mr. Jacobs did so. Specifically, Mr. Evans never heard Mr. Jacobs make comments about his sexual relationships or his sexual preferences. As well, Mr. Evans did not hear Mr. Jacobs make any comments about a person's appearance or physique.

d) Specific Events and Trips

Mr. Evans attended several out-of-state events that Mayor Garcetti and Mr. Jacobs also attended. Specifically, Mr. Evans attended the US Conference of Mayors and the Democratic National Convention, events that both Mayor Garcetti and Mr. Jacobs attended.

In June 2017, Mr. Evans attended the US Conference of Mayors in Miami Beach. During the conference, someone (Mr. Evans did not know who) took a photo of Mr. Evans, Mayor Garcetti, Mr. Jacobs and three other individuals. In the photo, Mr. Jacobs placed his open hand over Mr. Evans's groin area but did not touch Mr. Jacobs. **(Attachment N.)** Mr. Evans did not know that Mr. Jacobs made that gesture at the time of the photo. Mr. Evans did not believe that anyone else in the photo saw that Mr. Jacobs made such a gesture.

Later that evening or the next evening, someone showed Mr. Evans the photo. Mr. Evans did not recall who showed him, but he recalled going to dinner with Mr. Orozco, Mr. Perttula and Ms. Repenning. When Mr. Evans saw the photo, he said that what Mr. Jacobs did was stupid, and that Mr. Jacobs was an idiot. Mr. Jacobs' conduct in the photo was not funny. Rather, Mr. Jacobs' conduct embarrassed Mr. Evans and Mr. Evans was disappointed that Mr. Jacobs acted in such a way when representing Mayor Garcetti.

Sometime later, after the conference, Mr. Orozco sent a copy of the photo to Mr. Evans. Mr. Evans never spoke to Mayor Garcetti or Mr. Jacobs about the photo. He also never heard that anyone talked to Mayor Garcetti or Mr. Jacobs about the photo. Mr. Evans believed that Mayor Garcetti did not know about the photo prior to the LA Times publishing the photo.

Mr. Evans did not attend any of the other trips or 2019 political events Ofc. Garza identified in his complaint.

e) Concerns about Mr. Jacobs' Conduct

Mr. Evans never heard Mayor Garcetti or anyone on his staff talk about Mr. Jacobs engaging in concerning or inappropriate behavior. Mr. Evans also never heard anyone call Mr. Jacobs "a pig" or apologize for Mr. Jacobs' behavior.

Mr. Evans did not believe that Mayor Garcetti would condone anyone engaging in crude or sexual behavior. Mayor Garcetti was a considerate and compassionate man.

2. Gerard Orozco's Account

Gerard Orozco, Vice President of Jacobs Engineering, works with various City departments, such as the Los Angeles World Airports and Department of Water and Power, which were clients of Jacobs Engineering. Mr. Orozco began working for Jacobs Engineering in 2006. He is based in Jacobs Engineering's Los Angeles office.

a) Relationship with Ofc. Garza and Mr. Jacobs

Mr. Orozco was acquaintances with Mr. Jacobs. Mr. Orozco became acquainted with Mr. Jacobs when Mr. Jacobs worked for the Mayor's Office. During that time, Mr. Orozco saw Mr. Jacobs monthly. After Mr. Jacobs no longer worked as a City employee, Mr. Orozco continued to see Mr. Jacobs at events involving Mr. Jacobs' other endeavors, such as the Mayor's Fund for Los Angeles and Accelerator for America. Mr. Orozco saw Mr. Jacobs once or twice a month at events.

Mr. Orozco had a friendly relationship with Mr. Jacobs. Mr. Jacobs was kind to Mr. Orozco. For example, Mr. Jacobs visited Mr. Orozco in the hospital when Mr. Orozco had a brain tumor. However, Mr. Orozco and Mr. Jacobs were not close and did not otherwise socialize outside of work-related matters.

In comparison, Mr. Orozco had a closer relationship with Mayor Garcetti than he did with Mr. Jacobs. Mr. Orozco became acquainted with Mayor Garcetti before he became mayor, when he was still a member of the City Council. Mr. Orozco occasionally saw Mayor Garcetti at events and greeted him. Mayor Garcetti was always appropriate and professional. Mr. Orozco, however, did not socialize with Mayor Garcetti outside of work because Mayor Garcetti was busy.

Mr. Orozco did not know Ofc. Garza. Mr. Orozco was familiar with Mayor Garcetti's security detail and made it a point to greet them whenever he saw Mayor Garcetti. However, Mr. Orozco did not know which security detail member was Ofc. Garza.

Mr. Orozco never saw Mr. Jacobs interact with the security detail members.

b) Inappropriate Touching

Based on his interactions with Mr. Jacobs, Mr. Orozco did not believe it was plausible that Mr. Jacobs engaged in the type of conduct about which Ofc. Garza complained. Although Mr. Jacobs was confident and had an "I'm the guy" way about him, nothing that Mr. Jacobs did led Mr. Orozco to believe that he said or did the inappropriate things identified in Ofc. Garza's complaint.

Mr. Jacobs never engaged in inappropriate or unwanted touching toward Mr. Orozco. Mr. Jacobs never grabbed or squeezed Mr. Orozco's arm or massaged him. Mr. Jacobs also never kissed Mr. Orozco on the cheek or on the mouth.

Once, however, Mr. Orozco saw Mr. Jacobs kiss the cheek of a man (Mr. Orozco did not know who he was) at an event. The man did not appear uncomfortable. Rather, the man kissed Mr. Jacobs' cheek in response and then they talked and laughed about something. It was clear that the man and Mr. Jacobs knew each other.

Additionally, Mr. Jacobs gave Mr. Orozco handshakes and hugs. For example, Mr. Jacobs hugged Mr. Orozco when he said goodbye. The hug consisted of a shoulder bump and a pat on the back. Mr. Orozco did not think anything of the hugs. The hugs were brief and matter of fact. Mr. Orozco is Latino and so he hugged his friends often.

Mr. Orozco possibly saw Mr. Jacobs hug others. However, he did not see anything that caused concern. Mr. Orozco did not see anyone look uncomfortable or any hugs that appeared inappropriate.

c) Inappropriate Comments

Mr. Orozco never heard Mr. Jacobs make any inappropriate comments. Specifically, Mr. Orozco never heard Mr. Jacobs make any comments, to Mr. Orozco or to others, about appearance or physique. Mr. Orozco also did not hear Mr. Jacobs make sexual comments or talk about his sexual relationships. As well, Mr. Orozco never heard that Mr. Jacobs made those types of comments to others.

d) Specific Events and Trips

Mr. Orozco attended several events that Mayor Garcetti and Mr. Jacobs also attended. However, the only out-of-state event Mr. Orozco attended with both Mayor Garcetti and Mr. Jacobs was the US Conference of Mayors.

In June 2017, Mr. Orozco attended the US Conference of Mayors in Miami Beach. During the conference, someone took a photo in which Mr. Jacobs placed his hand in front of Mr. Evans' groin area. **(Attachment N.)** Mr. Orozco was in that photo, standing between Mr. Perttula and Ms. Repenning. Mr. Orozco recalled standing for the photo but did not recall who took the photo. Mr. Orozco did not see Mr. Jacobs make the gesture at the time of the photo.

Mr. Orozco learned of Mr. Jacobs' gesture in the photo sometime later that day. After the event, Mr. Orozco went to dinner or drinks with Ms. Repenning and one other person. Mr. Orozco either received a copy of the photo or someone showed the photo to him. When Mr. Orozco saw the photo, he saw the gesture Mr. Jacobs made with his hand.

Sometime after the conference, Mr. Orozco asked Mr. Evans, who was part of Mr. Orozco's advocacy team, about Mr. Jacobs' gesture and Mr. Evans told him that Mr. Jacobs did not touch him and also said, "Oh, that's [Mr. Jacobs]." Mr. Orozco did not think further about the photo. Mr. Orozco may have discussed the photo with Ms. Repenning, as well, who said, "Oh, my God." Mr. Orozco, however, did not talk to Mayor Garcetti about the photo and did not hear that anyone talked to Mayor Garcetti about the photo.

Mr. Orozco did not attend any of the trips or various political events identified in Ofc. Garza's complaint.

e) Concerns about Mr. Jacobs' Conduct

Mr. Orozco never heard anyone raise any concerns that Mr. Jacobs engaged in inappropriate conduct. He did not hear Mayor Garcetti talk about Mr. Jacobs having concerning behavior. Nor did he hear any of Mayor Garcetti's staff talk about it. Mr. Orozco also did not hear anyone apologize for Mr. Jacobs' behavior.

Mr. Orozco also did not hear anyone call Mr. Jacobs "a pig." However, Mr. Orozco once overheard Mr. Jacobs have an angry phone conversation with the CEO of the Los Angeles Chamber of Commerce. Mr. Jacobs "had words" with the woman but she did not call him "a pig" during the conversation.

3. Joshua Perttula's Account

Joshua Perttula, President of Kirra Consulting, represents several clients that engaged in business with the City. Mr. Perttula began working for Kirra Consulting in 2008.

a) Relationship with Ofc. Garza and Mr. Jacobs

Mr. Perttula had a professional relationship with Mr. Jacobs. Mr. Perttula became acquainted with Mr. Jacobs through Mr. Jacobs' roles as an employee in the Mayor's Office and then as a consultant and advisor to Mayor Garcetti. Since 2013, Mr. Perttula interacted with Mr. Jacobs once or twice a month, on average. Mr. Perttula interacted with Mr. Jacobs over the phone, at in-person meetings and during various events in and around Los Angeles. During these interactions, Mr. Perttula engaged in small talk and caught up with Mr. Jacobs. Mr. Perttula did not see Mr. Jacobs outside of professional settings.

Mr. Perttula did not know Ofc. Garza. Mr. Perttula knew that Mayor Garcetti's security detail traveled with him and he likely saw Ofc. Garza in that role, but Mr. Perttula did not know Ofc. Garza personally.

Mr. Perttula never saw Mr. Jacobs interact with Mayor Garcetti's security detail.

b) Inappropriate Touching

Mr. Perttula never saw Mr. Jacobs engage in inappropriate touching. Mr. Perttula, however, only saw Mr. Jacobs in person for a few minutes every year.

When Mr. Jacobs and Mr. Perttula met in person, Mr. Jacobs gave a hug in greeting. He hugged Mr. Perttula with two arms and squeezed him briefly while saying, "Hi, how are you?" Mr. Jacobs' hugs did not linger, although they lasted longer than what Mr. Perttula was accustomed to because he was not a hugger. Mr. Perttula did not consider Mr. Jacobs' hugs inappropriate. Rather, Mr. Jacobs had a big personality and Mr. Perttula appreciated the enthusiasm Mr. Jacobs expressed when he saw Mr. Perttula.

Mr. Perttula also did not see Mr. Jacobs engage in inappropriate touching toward others. Mr. Perttula did not recall seeing Mr. Jacobs hug others, but he was sure that Mr. Jacobs did so. Doing so was not inappropriate. Mr. Perttula did not see Mr. Jacobs grab or squeeze people's arms or massage people's shoulders. As well, Mr. Perttula did not see Mr. Jacobs kiss anyone, on the cheek or on the mouth.

c) Inappropriate Comments

Mr. Perttula never heard Mr. Jacobs make inappropriate comments. If Mr. Jacobs made inappropriate comments, Mr. Perttula would remember. As well, Mr. Perttula did not see anyone react negatively to a comment Mr. Jacobs made.

Mr. Perttula also never heard Mr. Jacobs make sexual or overly personal comments, such as comments about his sexual relationships. Mr. Jacobs shared information about his personal life. For example, Mr. Perttula knew that Mr. Jacobs had a partner but that they broke up and Mr. Jacobs began dating again. However, that was normal small talk that Mr. Perttula had with anyone and the conversations were appropriate. In those conversations, Mr. Jacobs did not use explicit language, such as saying that he was "getting fucked." Mr. Perttula never heard Mr. Jacobs use that kind of language about his personal life. However, Mr. Jacobs sometimes used explicit language to express his anger about work-related issues.

Mr. Perttula also never heard Mr. Jacobs make any inappropriate comments about appearance or physique. Mr. Jacobs occasionally complimented a person's attire but not a person's physical attributes. For example, Mr. Jacobs said to Mr. Perttula, "You clean up well." Mr. Perttula also heard Mr. Jacobs give similar compliments to others.

Mr. Jacobs gave compliments cordially. Compliments were akin to an icebreaker for him. The compliments were appropriate.

Mr. Jacobs, however, possibly made comments that approached a line because Mr. Jacobs attempted to use humor in situations where it was not necessarily appropriate. For example, Mr. Jacobs used humor to denigrate himself as an icebreaker, such as joking about how old he was or where he was in his career.

d) Specific Events and Trips

Mr. Perttula occasionally attended the same events as Mayor Garcetti and Mr. Jacobs. He attended approximately four to six out-of-state conferences each year. Both Mayor Garcetti and Mr. Jacobs were present at approximately two of those conferences.

In June 2017, Mr. Perttula attended the US Conference of Mayors in Miami Beach. On Saturday evening, after the conclusion of a conference event, a few City employees and Los Angeles residents gathered on the upper deck of the building to take photos with Mayor Garcetti. Approximately fifteen to twenty people were present.

Mr. Perttula stood for several photos that evening, including some with Mayor Garcetti. Mr. Perttula was in the photo in which Mr. Jacobs placed his open palm in front of Mr. Evans' groin area. **(Attachment N.)** Mr. Perttula did not see Mr. Jacobs make the gesture at the time of the photo. Mr. Perttula also did not recall who took the photo. However, he believed someone took the photo on the cellphone of either Ms. Repenning or Ms. Repenning's friend, who was not a City employee.

Mr. Perttula first learned about the photo that evening, when he went to dinner or drinks with Mr. Evans, Mr. Orozco, Matt Petersen, former Chief Sustainability Officer,[33] Ms. Repenning and one or two others from Mayor Garcetti's staff. Either Mr. Orozco or Ms. Repenning showed the photo to Mr. Perttula on a cellphone and said, "Oh my God, take a look at this photo. What an ass," or something to that effect, in reference to Mr. Jacobs. Mr. Jacobs' gesture was inappropriate.

There was no other discussion about the photo. Mr. Orozco later sent a copy of the photo to Mr. Perttula, sometime after the conference. Mr. Perttula did not talk to Mr. Evans about the photo until after the LA Times published the photo in November 2020. As well, Mr. Perttula never talked to Mayor Garcetti about the photo and he did not know whether anyone told Mayor Garcetti about the photo.

[33] Mr. Peterson separated employment in 2017. In response to this investigator's requests, Mr. Peterson did not agree to participate in this investigation.

Mr. Perttula did not attend any of the specific trips or 2019 political events Ofc. Garza identified in his complaint.

e) Concerns about Mr. Jacobs' Conduct

Mr. Perttula never heard Mayor Garcetti or anyone in Mayor Garcetti's staff talk about Mr. Jacobs or that Mr. Jacobs engaged in inappropriate conduct. Indeed, Mr. Perttula never heard Mayor Garcetti talk about Mr. Jacobs outside the context of work projects.

However, in the early days of Mayor Garcetti's administration, Mr. Perttula heard that Mr. Jacobs was difficult to work for. It was clear that there were some disagreements regarding Mr. Jacobs' management style.

4. Amy Wakeland's Account

Amy Wakeland is the First Lady and Mayor Garcetti's wife. Ms. Wakeland is not a City employee and never worked for the City. She did not have any formal role or personnel duties related to the City.

a) Relationship with Ofc. Garza and Mr. Jacobs

Ms. Wakeland was friends with Mr. Jacobs. Ms. Wakeland occasionally had dinner or drinks with Mr. Jacobs. However, the frequency of their interactions throughout the years varied depending on the campaigns and political initiatives in which they were involved.

Ms. Wakeland first met Mr. Jacobs during the 2004 presidential campaign for Howard Dean, former Governor of Vermont. From then until 2012, Mr. Jacobs invited Ms. Wakeland to social gatherings at his house and events for nonprofits. Ms. Wakeland often went to Mr. Jacobs' gatherings on her own because Mr. Jacobs treated Ms. Wakeland as separate from Mayor Garcetti.

In 2012 to 2013, during the period leading to Mayor Garcetti's mayoral campaign, Ms. Wakeland did not have contact with Mr. Jacobs. Mr. Jacobs worked with an independent expenditure into Mayor Garcetti's campaign, so Ms. Wakeland, who worked with Mayor Garcetti's regular campaign, could not have any contact with him.

In 2013, after Mayor Garcetti became mayor, Mr. Jacobs joined the Mayor's Office. Mr. Jacobs was not part of Mayor Garcetti's transition team but joined sometime later. During the first six to twelve months of Mayor Garcetti's administration, Ms. Wakeland did not have much contact with Mr. Jacobs because she focused on other matters unrelated to the Mayor's Office. In spring 2014 to 2016, Ms. Wakeland began working with Mr. Jacobs on matters related to the Getty House Foundation, an organization related to the Getty House.

In 2016, Ms. Wakeland, who managed Mayor Garcetti's political endeavors since 2001, wanted to step away from Mayor Garcetti's political endeavors. Ms. Wakeland wanted to return to her doctoral dissertation and could not do so while also managing the upcoming Measure M campaign and Mayor Garcetti's re-election. As a result, Mayor Garcetti asked Mr. Jacobs to manage his political endeavors instead. Ms. Wakeland did not help much with the Measure M campaign, but she helped with the re-election campaign.

In 2018, Mr. Jacobs began working on the Democratic Midterm Victory Fund, an organization focused on raising money for congressional campaigns throughout the country. Ms. Wakeland also worked on the fund, although she served mostly in a scheduling role. Those involved in the fund, approximately twelve to fourteen people, met once a week to coordinate calendars. Ms. Wakeland also helped organize some of the local fundraisers for the fund.

Ms. Wakeland knew Ofc. Garza, as well. She got along fine with Ofc. Garza but she did not know much about him. Ofc. Garza and Ms. Wakeland occasionally talked about their children when they rode in the car together, so Ms. Wakeland knew about Ofc. Garza's family. Many of the other security detail members were friends with one another, but Ofc. Garza appeared to be a loner. He did not hang out with the other security detail members. He just came to work. Ofc. Garza, however, attended all the social events Mayor Garcetti and Ms. Wakeland hosted for the security detail, such as a barbeque to thank the security detail members' families.

Ms. Wakeland did not see Ofc. Garza since he went on a leave of absence in 2019.

b) Inappropriate Touching

Ms. Wakeland never saw Mr. Jacobs engage in inappropriate touching. Mr. Jacobs gave hugs and kisses but those were appropriate. For example, Mr. Jacobs kissed Ms. Wakeland's cheek. With respect to the security detail members, Ms. Wakeland once saw Mr. Jacobs hug Ofc. O'Sullivan when Ofc. O'Sullivan retired. It was a mutual hug. Ms. Wakeland, however, never saw Mr. Jacobs kiss security detail members.

Ms. Wakeland also saw Mr. Jacobs kiss others on the cheek, such as at parties where everyone kissed each other on the cheek. Ms. Wakeland never saw anyone rebuff Mr. Jacobs because of he gave a kiss.

Similarly, Ms. Wakeland saw Mr. Jacobs kiss his friends on the mouth. Ms. Wakeland did not recall anyone specifically. However, Ms. Wakeland never saw anyone rebuff Mr. Jacobs or react uncomfortably. Rather, Ms. Wakeland saw just as many people approach Mr. Jacobs and kiss him on the mouth as she saw Mr. Jacobs do to his friends.

Other than hugs and kisses, Ms. Wakeland did not see Mr. Jacobs engage in any other type of touching. She never saw Mr. Jacobs squeeze arms or massage shoulders, whether in the car or on trips.

Additionally, the seating arrangement in Mayor Garcetti's car made it difficult for Mr. Jacobs to touch or massage Ofc. Garza, or whichever security detail member drove. Typically, Mayor Garcetti sat in the front passenger seat. The body person sat in the seat behind the driver so that Mayor Garcetti could easily turn around to talk to the body person.

Further, Ofc. Garza unlikely rode alone in the car with Mayor Garcetti and Mr. Jacobs as often as Ofc. Garza identified in his complaint. Mayor Garcetti's travel protocols made it rare for Ofc. Garza to be alone with Mayor Garcetti and Mr. Jacobs because Mayor Garcetti always traveled with a body person. Typically, the body person met Mayor Garcetti at Mayor Garcetti's house in the morning and traveled in the car with Mayor Garcetti all day until the body person returned to Mayor Garcetti's house with Mayor Garcetti at the end of the day. Thus, the times Ofc. Garza rode alone with Mayor Garcetti and Mr. Jacobs were rare enough to be identifiable due to some extraordinary circumstance that led to the occurrence. Hypothetically, for example, Mayor Garcetti possibly traveled without his body person if his body person had a flat tire that day.

Additionally, it was highly unlikely that Mayor Garcetti had time to socialize in the car. Mayor Garcetti's car was a moving office. From the moment Mayor Garcetti entered the car, he was busy. Mayor Garcetti, for example, reviewed press clips and had call lists to complete. Mayor Garcetti also managed family matters in the car, such as calling the electric company and completing tasks from his personal "getting things done" list.

Since Mayor Garcetti was typically busy while in the car, Mr. Jacobs unlikely had social conversations with Mayor Garcetti while riding in the car with him. This was the case even when Mayor Garcetti's family rode in the car. Indeed, the rule in Mayor Garcetti's car was to be quiet so Mayor Garcetti could complete his work.

Locally, one security detail member drove Mayor Garcetti's car while the other security detail member went ahead in a separate car to perform advance work. On trips, however, Mayor Garcetti's group only had one car, so both security detail members rode in the same car. The non-driving security detail member sat in the front passenger seat. As such, during trips, at least two others traveled with Mayor Garcetti—i.e., the body person and the second security detail member. Thus, Ofc. Garza unlikely rode alone with Mayor Garcetti and Mr. Jacobs.

However, rarely, while on a trip, some circumstances caused the security detail members to separate. For example, the advance officer occasionally took a taxi to the airport in advance to make sure things went smoothly when Mayor Garcetti arrived. Or, extraordinary circumstances, such as a break-in resulting in stolen luggage, caused the security detail members to separate.

c) Inappropriate Comments

Ms. Wakeland never heard Mr. Jacobs make any inappropriate comments. The notion that Mr. Jacobs made crude or sexual comments was inconsistent with any experience Ms. Wakeland had with Mr. Jacobs. Ms. Wakeland could not imagine Mr. Jacobs talking how Ofc. Garza described in his complaint. Ms. Wakeland could not even picture Mr. Jacobs using foul language.

Ms. Wakeland never heard Mr. Jacobs discuss his sex life. As well, Mr. Jacobs did not talk about his gay lovers, his lovers' penises or liking young men. Mr. Jacobs previously had a long-term monogamous relationship with Mr. Kadlec. Ms. Wakeland never heard Mr. Jacobs sexualize Mr. Kadlec. The only thing Mr. Jacobs said about Mr. Kadlec was how proud he was of Mr. Kadlec. Further, Mr. Jacobs loved and adored Mr. Kadlec, so the notion that Mr. Jacobs had multiple lovers while in a relationship with Mr. Kadlec was inaccurate. Even after Mr. Jacobs' relationship with Mr. Kadlec ended in 2017, Mr. Jacobs did not discuss details about his dates with Ms. Wakeland. He only mentioned, for example, that he went to dinner and that the date did not go anywhere.

Mr. Jacobs also did not make inappropriate comments about appearance or physique. Mr. Jacobs, however, gave compliments. For example, when Mr. Jacobs and Ms. Wakeland saw Ofc. Lara in uniform for the first time, everyone complimented Ofc. Lara, saying, "You look great" or "You turn up great." Mr. Jacobs also occasionally complimented Ms. Wakeland and told her that she looked nice. Ms. Wakeland, however, never heard Mr. Jacobs tell someone that he or she was strong or comment on his or her muscles or physique. But, Mr. Jacobs commented on his own physique, such as, "I lost fifteen pounds and I'm feeling great."

Ms. Wakeland never heard Mr. Jacobs make comments like, "I love me my strong LAPD officers." On occasion, however, Mr. Jacobs made comments about the LAPD officers while being gregarious in expressing enthusiasm for moving forward with the day. Specifically, after a meeting, Mr. Jacobs walked to the front porch of the Getty House and said some variation of, "Here are our LAPD officers" or "I love our LAPD officers. Thank you for your work." Mr. Jacobs made comments like that on roughly ten occasions. The comments were appropriate.

d) Specific Trips and Events

Ms. Wakeland did not attend any of the trips or events identified in Ofc. Garza's complaint. However, Ms. Wakeland attended other trips that both Ofc. Garza and Mr. Jacobs attended. She did not see Mr. Jacobs engage in any inappropriate conduct during those trips.

e) Concerns about Mr. Jacobs' Conduct

Ms. Wakeland never heard anyone raise concerns about Mr. Jacobs engaging in inappropriate sexual conduct. If Ms. Wakeland heard anything about Mr. Jacobs engaging in conduct of a sexual nature, she would have done something about it. Although Ms. Wakeland heard some gossip that Mr. Jacobs did not get along with certain people, it was no different than the gossip she heard about other employees in the Mayor's Office. None of the gossip involved Mr. Jacobs engaging in sexual conduct.

Additionally, Mayor Garcetti and Ms. Wakeland did not have a conversation with Mr. Guerrero in which they discussed Mr. Jacobs' concerning or inappropriate behavior. Even if they did—which they did not—it was impossible for Ofc. Garza to overhear a conversation between Mayor Garcetti, Ms. Guerrero and Ms. Wakeland in Mayor Garcetti's house. Security detail members did not come inside their house. Thus, Ofc. Garza could not have overheard a conversation between them inside the house.

Further, Mayor Garcetti, Ms. Guerrero and Ms. Wakeland did not have meetings or conversations about personnel outside of the Getty House. As well, it was the security detail's practice to walk away from their conversations. Thus, it was impossible that Ofc. Garza overheard such a conversation.

f) Ofc. Garza's Complaint

In June 2020, Ms. Wakeland learned of Ofc. Garza's complaint. Mayor Garcetti's father, Gil Garcetti, told Ms. Wakeland that Ofc. Garza called a retired security detail member to discuss a complaint. That same day, Ms. Wakeland informed Sgt. Green, Ofc. Garza's supervisor, and Ms. Guerrero about Ofc. Garza's complaint. Ms. Wakeland did not know the content of Ofc. Garza's complaint. She also did not know what Sgt. Green did about the complaint.

Ms. Guerrero later told Ms. Wakeland that senior leadership in the LAPD met with Ofc. Garza and offered to explain to him the formal process for raising his complaint. Ofc. Garza chose not to raise his complaint. Ms. Guerrero also offered to meet with Ofc. Garza and listen to his complaint. Ofc. Garza initially agreed to meet with Ms. Guerrero, but he later changed his mind, stating that his counsel advised him not to meet with Ms. Guerrero.

Others portrayed Ofc. Garza's complaint to Ms. Wakeland as an attack on Mayor Garcetti because of comments Mayor Garcetti made. Around that same time, Mayor Garcetti was accused of calling police officers killers, which he did not do (discussed further in footnote 25). However, the complaint came during a tense period, which led others to assume a correlation existed between Ofc. Garza's complaint and the comments attributed Mayor Garcetti.

G. Eric Garcetti's Response

Eric Garcetti, Mayor, became mayor on July 13, 2013. Prior to becoming mayor, Mayor Garcetti worked as a Councilmember on the Los Angeles City Council (City Council) from 2001 to 2013.

1. Relationship with Ofc. Garza and Mr. Jacobs

Mayor Garcetti met Mr. Jacobs in approximately 2003 or 2004, during Mr. Dean's presidential campaign. Mr. Jacobs worked as a senior advisor to Mr. Dean. Mayor Garcetti initially became acquainted with Mr. Jacobs through political events Mayor Garcetti attended in which Mr. Jacobs had involvement or causes that they mutually supported. Mayor Garcetti also provided early support for the Courage Campaign, which Mr. Jacobs founded.

Mayor Garcetti later became social friends with Mr. Jacobs, when, in 2005 or 2006, Mayor Garcetti went to Yerevan, Armenia to establish a sister city relationship with the City. Mr. Jacobs traveled separately with Mr. Dean for the National Democratic Institute. After traveling together for a few days, Mayor Garcetti and Mr. Jacobs became friends.

In 2013, Mayor Garcetti hired Mr. Jacobs as his Deputy Chief of Staff, one of the three senior staff positions in the Mayor's Office. Mayor Garcetti did not work directly with Mr. Jacobs until Mr. Jacobs joined Mayor Garcetti's staff in 2013. Prior to that, however, Mayor Garcetti considered Mr. Jacobs for the vacant Chief of Staff position when Mayor Garcetti worked as a Councilmember.

When Mr. Jacobs worked for the City, Mayor Garcetti saw him regularly, including at senior staff meetings. Mayor Garcetti worked at City Hall for a few hours three to four days a week.

In 2016, Mr. Jacobs took a leave of absence to manage a campaign for a measure that Mayor Garcetti placed on the ballot—Measure M. Measure M was the biggest local-level transportation measure in United States history. During this period, Mayor Garcetti continued to work with Mr. Jacobs frequently, although not more frequently than when Mr. Jacobs still worked for the City.

Mayor Garcetti liked Ofc. Garza and had a professional relationship with him. Mayor Garcetti met Ofc. Garza when Ofc. Garza joined Mayor Garcetti's security detail, shortly after Mayor Garcetti became mayor in 2013. Mayor Garcetti had numerous interactions with Ofc. Garza because Mayor Garcetti spent more time with the security detail members than he did with his family. However, the interactions were not deep. They did not discuss deep topics, like politics or Ofc. Garza's life history. They mostly discussed professional niceties, such as talking about their families.

Despite the lack of deep interactions, Mayor Garcetti felt close to the security detail members. They were together all day every day. They protected him and his family. And, to some extent, Mayor Garcetti had a connection to Ofc. Garza because they had children around the same age. Mayor Garcetti believed he and Ofc. Garza had mutual respect and a connection through fatherhood. As well, Ofc. Garza's wife was related to Roy Ballard, who was the first person to endorse Mayor Garcetti's family.

When Mayor Garcetti learned that Ofc. Garza was not returning to the security detail assignment following his leave, Mayor Garcetti sent Ofc. Garza a text message to thank him for his service. Mayor Garcetti sent the text message before Ofc. Garza filed his civil lawsuit. Mayor Garcetti no longer had the text message on his phone.

2. Mr. Jacobs' Relationship with Security Detail Members

Mr. Jacobs appeared to have a good relationship with the security detail members. There appeared to be equal enthusiasm and mutual respect between Mr. Jacobs and the security detail members because Mr. Jacobs and the security detail members all similarly lit up when they interacted. As well, Mayor Garcetti learned that Mr. Jacobs advised a security detail member whose child came out as gay, which Mr. Jacobs did not need to do. Mr. Jacobs did not appear to have a better or worse relationship with any particular security detail member.

Ofc. Garza possibly interacted with Mr. Jacobs two to three times a week. Ofc. Garza worked approximately three shifts a week. Ofc. Garza and Mr. Jacobs had numerous interactions. Mayor Garcetti did not recall any specific interactions between them. However, if Ofc. Garza and Mr. Jacobs had a negative or inappropriate interaction, Mayor Garcetti would remember.

Until Ofc. Garza filed his civil lawsuit, Mayor Garcetti never heard that Ofc. Garza raised any concerns about feeling uncomfortable with Mr. Jacobs or that Mr. Jacobs engaged in inappropriate conduct. And, Mayor Garcetti was alone with Ofc. Garza on multiple occasions but Ofc. Garza never raised concerns to him.

3. Inappropriate Touching

Mayor Garcetti did not see Mr. Jacobs engage in any inappropriate touching. Mr. Jacobs was an affectionate person and he hugged and kissed others in greeting, at times at various events, but that was appropriate. The touching was mutual. Just as many people initiated hugs and kisses with Mr. Jacobs as he did with others. As well, Mr. Jacobs is gay and Jewish. Mayor Garcetti is also Jewish and Jewish people are an affectionate, "hugging kind of people."

Mr. Jacobs had a bear hug hugging style. He hugged with two arms and squeezed but the hugs were not too tight or too long. Mayor Garcetti saw Mr. Jacobs hug, for example, Ms. Wakeland and most people with whom Mr. Jacobs was close friends.

Occasionally, Mr. Jacobs hugged Mayor Garcetti. Mayor Garcetti did not see Mr. Jacobs give any handshake hugs.

However, Mr. Jacobs generally did not hug people in the workplace. Mayor Garcetti did not recall seeing Mr. Jacobs hug security detail members or other City employees. After Mr. Jacobs began working for the City, he also no longer hugged Mayor Garcetti. Their relationship changed and became more formal. Mr. Jacobs' personality did not change, as he remained friendly and outgoing, but people did not do certain things in the workplace. Similarly, for example, although Mayor Garcetti had a close relationship with Ms. Guerrero, who was his daughter's godmother, Mayor Garcetti and Ms. Guerrero did not hug at work. Mr. Jacobs only hugged people in Mayor Garcetti's office during tough moments.

Further, Mayor Garcetti did not see Mr. Jacobs hug Ofc. Garza. Mr. Jacobs could not possibly have hugged Ofc. Garza as often as Ofc. Garza described in his complaint—i.e., during almost every interaction—and Mayor Garcetti did not once witness it. As well, the security detail members did not interact with Mr. Jacobs alone that often. At City Hall, when Mayor Garcetti worked in his office, Mr. Jacobs only sometimes went to Mayor Garcetti's office and he did not do so multiple times a day. Rather, people more frequently went to Mr. Jacobs' office, which was down the hall from Mayor Garcetti's office. As well, Mr. Jacobs could enter Mayor Garcetti's office through a different door, without passing by the security desk. Thus, Mr. Jacobs regularly went to Mayor Garcetti's office without interacting with security detail members.

Similarly, Mr. Jacobs could enter Mayor Garcetti's house without interacting with security detail members. Security detail members did not enter Mayor Garcetti's house. Typically, the security detail members stayed in an office in a separate building—the carriage house—at the back of the property. The security detail members could buzz in visitors to Mayor Garcetti's house from that office without physically interacting with the visitors.

Mr. Jacobs also did not kiss people in greeting in the workplace. Mayor Garcetti saw Mr. Jacobs kiss others on the cheek or on the mouth only in social environments. The kisses were mutual kisses on the cheek or occasionally on the mouth in greeting. Mr. Jacobs kissed both men and women. The kisses were always in front of others and not awkward. Mayor Garcetti never saw anyone pull away from Mr. Jacobs' kiss. Mayor Garcetti did not see Mr. Jacobs kiss anyone in the workplace. He would have been surprised to see people kissing in greeting in the workplace and would remember it.

As well, Mayor Garcetti never saw Mr. Jacobs massage or squeeze someone else's arms or shoulders, in the car or otherwise. Mr. Jacobs also never did so to Mayor Garcetti. Mr. Jacobs possibly patted someone's arms, as though to say "attaboy."

Mayor Garcetti also did not see Mr. Jacobs engage in inappropriate touching during non-City events, such as political events or fundraisers. Mayor Garcetti was not a

different person at political events or fundraisers. Mayor Garcetti would have noticed any inappropriate conduct. And, if Mayor Garcetti became aware that Mr. Jacobs engaged in any inappropriate conduct, Mayor Garcetti would have confronted Mr. Jacobs about it. It did not matter how close of a relationship Mayor Garcetti had with someone or whether the conduct occurred in public or in private. If someone engaged in inappropriate conduct and Mayor Garcetti witnessed it, he would not stand for it.

4. Inappropriate Comments

Mayor Garcetti never heard Mr. Jacobs make any inappropriate comments, such as sexual innuendos or comments about sex. For example, Mayor Garcetti never heard Mr. Jacobs talk about anything like "gay sex," "anal sex," "liking big cocks," "liking or being attracted to younger men" or "liking or having rough sex."

As well, Mayor Garcetti never had conversations about sex with Mr. Jacobs, whether in the car or anywhere else, in front of others or in private. It would have been wrong and awkward for Mayor Garcetti to talk to Mr. Jacobs about sex. Mayor Garcetti loved Mr. Jacobs, but Mayor Garcetti was not interested in talking about his sex life or hearing about Mr. Jacobs' sex life. If Mayor Garcetti and Mr. Jacobs talked about his sex life, Mayor Garcetti would remember.

However, Mayor Garcetti talked to Mr. Jacobs about Mr. Jacobs' personal relationship with his partner or dating. Specifically, after Mr. Jacobs and Mr. Kadlec ended their relationship, Mayor Garcetti asked, maybe twice, whether Mr. Jacobs was dating anyone. Mr. Jacobs said that he was not, and the discussion ended. Once, Mr. Jacobs said that he went on a date but that he did not think it would go anywhere. That was the extent of the conversation. Mr. Jacobs, however, did not talk about using dating applications or online dating. And, Mayor Garcetti would not tolerate such conversations around others.

Mr. Jacobs gave compliments, which was characteristic of his effusiveness. He led with compliments and said positive things. However, the compliments were appropriate. For example, Mr. Jacobs told Ms. Wakeland that she looked pretty or that he liked her haircut. Mr. Jacobs also complimented his former partner, Mr. Kadlec, such as, "You look great, honey." Mayor Garcetti, however, never heard Mr. Jacobs compliment Ofc. Garza or other security detail members as strong or handsome. As well, Mayor Garcetti never heard Mr. Jacobs comment on muscles or physique.

Mr. Jacobs complimented the security detail members, at times. However, Mr. Jacobs' compliments related to the security detail members' association with LAPD rather than their appearance or physique. For example, Mr. Jacobs said, while giving a thumbs up, "I love LAPD" or "It's the LAPD. We love the detail." Mr. Jacobs made comments like that often, such as when Mayor Garcetti and Mr. Jacobs exited Mayor Garcetti's house and saw the detail members.

Mayor Garcetti never heard Mr. Jacobs or anyone else refer to Mr. Jacobs as "Dick." More specifically, Mayor Garcetti never heard Mr. Jacobs say, "My name is Rick Jacobs, but you can call me Dick."

Further, Mayor Garcetti never heard Mr. Jacobs say anything like, "You guys ready to fuck without KY because we're going to fuck some people over tonight." Mr. Jacobs would not make a comment like that. Mayor Garcetti had more conversations about fundraising with Mr. Jacobs than anyone else. Mr. Jacobs had the most respect for people that gave money to causes. Mr. Jacobs enjoyed "the game" out of idealism, not cynicism, as this comment attributed to him implies. Mayor Garcetti would remember if Mr. Jacobs made a comment like that. And, if Mr. Jacobs made a comment like that, Mayor Garcetti would not work with him.

5. Specific Events and Trips

a) 2016 Phoenix Trip

Mayor Garcetti recalled the 2016 trip to Phoenix. However, he did not recall Ofc. Garza accompanying him on the trip or which other security detail member attended the trip. During the trip, Mayor Garcetti did not see Mr. Jacobs gesture for Ofc. Garza to sit on Mr. Jacobs' lap. Mayor Garcetti also did not hear, prior to Ofc. Garza's 2020 civil lawsuit, that Mr. Jacobs made a gesture inviting Ofc. Garza to sit on Mr. Jacobs' lap.

b) 2017 Washington D.C. Trip

On May 14 to 16, 2017, Mayor Garcetti went to Washington D.C. for Infrastructure Week. Mr. Jacobs possibly attended the trip, as well. Mayor Garcetti did not recall any interactions with Mr. Jacobs in an elevator. He also did not recall telling Mr. Jacobs to stop doing something or to cut out something during the trip. If Mayor Garcetti instructed Mr. Jacobs to stop doing something because the conduct was inappropriate, such as sexual or racial, Mayor Garcetti would remember. Thus, Mayor Garcetti surmised that if he said this to Mr. Jacobs, the conduct was something more benign.

Further, Mayor Garcetti did not recall ever admonishing Mr. Jacobs for bad or untoward behavior. Mayor Garcetti recalled once mediating a work-related conflict between Mr. Jacobs and a deputy mayor. The deputy mayor was upset because he felt as though Mr. Jacobs took credit for organizing the Olympics. Mayor Garcetti needed to step in and mediate the conflict.

c) 2017 US Conference of Mayors

On June 23 to 26, 2017, Mayor Garcetti attended the US Conference of Mayors in Miami Beach. During an event at the conference, Mayor Garcetti stood for photos. Mayor Garcetti recalled standing for the photo in which Mr. Jacobs made an inappropriate

gesture. **(Attachment N.)** However, Mayor Garcetti did not see Mr. Jacobs make the gesture. As well, Mayor Garcetti did not recall who took the photo.

Further, Mayor Garcetti did not see the photo until the LA Times published the photo in November 2020. Mayor Garcetti did not hear about the photo following the conference. Rather, a week or two before the LA Times published the photo, Mayor Garcetti heard that there was "a photo" but no one showed him the photo. People aware of the photo should have told him about the photo at the time, even if the person subjected to the inappropriate conduct, Mr. Evans, was not a City employee.

The photo surprised Mayor Garcetti. Since Mayor Garcetti stopped communicating with Mr. Jacobs in October 2020, Mayor Garcetti did not have an opportunity to talk to Mr. Jacobs about the photo. However, Mr. Jacobs' conduct in the photo was clear and there did not appear to be any excuse for the conduct. Mr. Jacobs' conduct looked stupid, juvenile and unacceptable. It was not in character with Mayor Garcetti's experiences with Mr. Jacobs.

d) 2018 New Hampshire Trip

On May 12, 2018, Mayor Garcetti traveled to Manchester. Mr. Jacobs also attended the trip. Ofc. Garza and Ofc. Williams attended the trip, although Mayor Garcetti did not recall that specifically. In the afternoon, Mayor Garcetti and Mr. Jacobs arrived at the Boston International Airport. Ofc. Garza, as the driver, traveled to Boston ahead of Mayor Garcetti while Ofc. Williams traveled with Mayor Garcetti. Mayor Garcetti did not see Mr. Jacobs greet a security detail member at the airport by hugging him.

As well, Mayor Garcetti did not see Mr. Jacobs massage Ofc. Garza in the car during the trip. If Mr. Jacobs massaged Ofc. Garza, Mayor Garcetti would remember because it would have been weird and inappropriate. Mayor Garcetti would have then spoken to Mr. Jacobs about the conduct and would have spoken to Ofc. Garza, as well. Moreover, Mr. Jacobs unlikely massaged Ofc. Garza due to the seating arrangement in the car. Mayor Garcetti did not recall specifically, but he believed that he and Ms. Narewatt sat in the second row while Mr. Jacobs sat in the third row of the car.

After arriving at the airport, Mayor Garcetti went to the Hilton Garden Inn Manchester hotel, where they stayed for the trip. While in the hotel lobby, Mayor Garcetti did not hear Mr. Jacobs tell Ofc. Garza that Ofc. Garza could visit Mr. Jacobs' hotel room. Mayor Garcetti did not know when the interaction could have occurred. Typically, someone checked in Mayor Garcetti ahead of his arrival so that when he arrived at the hotel, he picked up his room key and went to his room. He did not generally wait around in the lobby. As well, a security detail member escorted Mayor Garcetti to his hotel room. Mayor Garcetti did not recall who accompanied him to his hotel room on this trip.

e) 2018 Mississippi Trip

On October 5 and 6, 2018, Mayor Garcetti went on a trip to Mississippi. Ofc. Garza and Ofc. Ramirez worked this trip. And, Justin Yoshimaru, Accelerator for America Manager, worked as Mayor Garcetti's body person for the trip.[34] Mayor Garcetti did not see Mr. Jacobs massage any security detail members during the trip.

During the trip, Mayor Garcetti went to a college football game. Mayor Garcetti, however, did not recall stopping at a gas station and Mr. Jacobs offering to purchase snacks. However, Mr. Jacobs was generous and offered to purchase snacks on multiple trips. Mayor Garcetti sometimes stayed in the car during these types of stops, but more often he went into the gas station store, especially if he had been in the car for a while.

Mayor Garcetti did not hear Mr. Jacobs make any comments about condoms at the gas station, or any other time. Mayor Garcetti also did not hear anyone else make comments about condoms. If Mayor Garcetti heard someone make comments about condoms, he would remember and he would have said something to the person at the time.

f) 2019 Palo Alto Trip

On March 17 and 18, 2019, Mayor Garcetti went to Palo Alto. According to the entries on Mayor Garcetti's phone, Ofc. Garza and Ofc. Strogatz accompanied him on the trip. Mayor Garcetti did not recall seeing Mr. Jacobs greet Ofc. Garza with a hug on the trip.

After arriving in San Jose, California at 5:10 p.m., Mayor Garcetti went to a dinner for Accelerator for America from 6:00 p.m. to 8:00 p.m. The dinner, which included other community leaders, occurred in the private home of David Sacks, Entrepreneur, and Jacqueline Sacks, Entrepreneur. Staffers did not attend the dinner.

Mayor Garcetti did not attend any other event on the evening of March 17, 2020. After the dinner, Mayor Garcetti went directly to the hotel. At the hotel, Mayor Garcetti had an interaction with Henry Kissinger, former United States Secretary of State. Mayor Garcetti possibly stood in the bar area at the time, where a few other mayors were present, but only for a short period while he waited for his hotel room key. During that time, Mayor Garcetti did not see Mr. Jacobs lick his straw in a suggestive manner. If Mayor Garcetti saw Mr. Jacobs do so, he would have confronted Mr. Jacobs about it. After checking in to the hotel, Mayor Garcetti retired to his hotel room at 8:00 or 9:00 p.m.

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[34] In response to this investigator's requests, Mr. Yoshimaru did not agree to participate in this investigation.

The next morning, on March 18, 2019, Ms. Narewatt, and possibly Mr. Jacobs and Mr. Robb, briefed Mayor Garcetti in his hotel room. As a matter of practice, security detail members did not enter Mayor Garcetti's hotel room. So, they were not present when Mayor Garcetti received the morning briefing. Mayor Garcetti possibly received the briefing later at Stanford University, but he did not believe that to be the case. At 8:00 a.m., Mayor Garcetti left the hotel to go to Stanford University, where he was all day until 7:00 p.m., at which time he stopped by a friend's private residence for dinner.

g) Other Events

In February 2014, City Hall organized a fitness scavenger hunt to celebrate Mayor Garcetti's birthday. Mayor Garcetti did not recall Ofc. Garza or Mr. Jacobs attending the event, although they possibly did. During the event, Mayor Garcetti did not hear Mr. Jacobs make comments about Ofc. Garza being in good shape. Mayor Garcetti never heard Mr. Jacobs comment about the security detail members' or anyone else's physique.

Additionally, Mayor Garcetti did not see Mr. Jacobs engage in any inappropriate conduct in the various 2019 political events Ofc. Garza identified in his 2020 complaint. Further, Mayor Garcetti did not meet with Senator Booker in October 2019. Mayor Garcetti only attended two events with Senator Booker in 2019. The first event occurred on April 22, 2019, at the Hyperion Water Reclamation Plant. The second event involved a discussion about gun control and occurred on August 22, 2019.

6. Failure to Prevent Mr. Jacobs' Conduct

Mayor Garcetti did not fail to prevent Mr. Jacobs from engaging in inappropriate conduct. Mayor Garcetti never saw Mr. Jacobs engage in any inappropriate conduct, and never heard that he did. Thus, Mayor Garcetti never had to talk to Mr. Jacobs about inappropriate conduct. Further, Mayor Garcetti prided himself in having a sense of family at work and facilitating positive interactions.

Mayor Garcetti did not recall ever being alone in the car with Ofc. Garza and Mr. Jacobs. Mayor Garcetti's executive officer was always present. Even when Mayor Garcetti attended political events unrelated to his City work, an executive officer accompanied him because he was still on call for the City. Occasionally, Mayor Garcetti attended events without an executive officer present, such as personal errands, but Mr. Jacobs was not present at those times, either.

Additionally, the car was a workspace for Mayor Garcetti and so it was unlikely that he socialized in the car. Mayor Garcetti worked in the car two thirds of the time and the other one third, he napped. Mayor Garcetti recalled that Mr. Jacobs occasionally engaged with the security detail members in the car. However, ninety percent of the time, Mr. Jacobs did not engage with the security detail members.

Contrary to Ofc. Garza's complaint, Mayor Garcetti did not have a conversation with Ms. Wakeland about Mr. Jacobs engaging in inappropriate conduct, whether in the Getty House or in the car with Ofc. Garza present. Mayor Garcetti did not have those feelings about Mr. Jacobs and never had this conversation that Ofc. Garza attributed to him.

Some people in City Hall did not like Mr. Jacobs. Mr. Jacobs had a strong personality. Mr. Jacobs was effusive and outgoing, and he laughed loudly. Some people loved Mr. Jacobs' personality and others did not like it. As well, Mr. Jacobs was a strong boss and some people reacted to that. For example, some employees did not like Mr. Jacobs' style of accountability or propensity for credit-taking. However, various employees found flaws with each of Mayor Garcetti's senior staff members and Mr. Jacobs was not immune to that. As well, Mayor Garcetti never heard employees raise concerns that Mr. Jacobs crossed a line or made them feel bad.

Mayor Garcetti possibly had conversations with Ms. Wakeland about these things –i.e., about Mr. Jacobs' workstyle or how employees felt about Mr. Jacobs' workstyle. However, the conversations did not involve Mayor Garcetti believing that Mr. Jacobs' behavior could hurt Mayor Garcetti and Ms. Wakeland or "bite [them] in the butt," as Ofc. Garza stated. Moreover, even if Mayor Garcetti had such conversations with Ms. Wakeland, he would not have the conversation in front of security detail members. Rather, that was a conversation for a private setting.

Similarly, contrary to Ofc. Garza's account, Mayor Garcetti did not speak with Ms. Guerrero about Mr. Jacobs engaging in inappropriate conduct, even in the context of work-related disputes. Mayor Garcetti also did not discuss personnel matters with both Ms. Guerrero and Ms. Wakeland together. He typically did not discuss personnel matters with Ms. Wakeland at all. And, it did not make sense that Mayor Garcetti and Ms. Wakeland began to discuss a personnel matter with Ms. Guerrero when she was five feet away from the house. There were too many flaws in Ofc. Garza's account of the events for it to be plausible.

As well, contrary to Ofc. Garza's account, Mayor Garcetti never heard anyone apologize for Mr. Jacobs' behavior or call Mr. Jacobs "a pig."

7. Ofc. Garza's Complaint

In approximately June 2020, Ms. Guerrero told Mayor Garcetti that Ofc. Garza was not returning to the security detail and that he raised issues about the workplace. Hearing this took Mayor Garcetti aback. Mayor Garcetti did not receive further details about Ofc. Garza's concerns as Ofc. Garza's concerns were unclear at that time.

Within the next two or three weeks, Ofc. Garza filed his civil lawsuit and Mayor Garcetti received more information about Ofc. Garza's complaint. **(Attachment B.)** Ofc. Garza's complaint dumbfounded, shocked and hurt Mayor Garcetti. Mayor Garcetti felt

dumbfounded because someone within Mayor Garcetti's space falsely presented things about that space. Specifically, Ofc. Garza falsely indicated that Mayor Garcetti saw, laughed at and enabled inappropriate conduct by Mr. Jacobs. Thus, because Ofc. Garza's complaint contained statements about Mayor Garcetti that Mayor Garcetti knew were false, Mayor Garcetti doubted the veracity of Ofc. Garza's entire complaint.

Otherwise, Mayor Garcetti had no reason to believe that Ofc. Garza was an untruthful person. But, in retrospect, Mayor Garcetti believed that Ofc. Garza bottled up certain things. Looking back, Ofc. Garza was stressed and had some small conflicts with other security detail members. As well, Mayor Garcetti learned of Ofc. Garza's civil lawsuit against the Catholic church. **(Attachment G.)** That led Mayor Garcetti to surmise that Ofc. Garza was possibly living with trauma and so he understood the interactions of people around him in a fundamentally different way. Or, Ofc. Garza possibly raised false complaints about him and Mr. Jacobs for his own gain.

Mayor Garcetti was able to remove his personal feelings from Ofc. Garza's complaint due to his background and training. Mayor Garcetti was active in the space of harassment. For example, when in college, he became involved in a national organization against harassment—i.e., hate speech. During his senior year of college (1991-1992), Mayor Garcetti worked as a sexual assault peer counselor, so he understood that people who suffered trauma experienced things in different ways. He received enough training to know not to dismiss Ofc. Garza's complaint.

Mayor Garcetti vaguely recalled discussing Ofc. Garza's complaint with Mr. Jacobs at the time. Mayor Garcetti was careful to not discuss any details. Mr. Jacobs generally indicated it was untrue and expressed hurt and shock by it. Mr. Jacobs also said to the effect about Ofc. Garza's complaint, "This sounds like a straight man's fantasy of what a gay man might say."

VI. ISSUE ONE: DID MR. JACOBS INAPPROPRIATELY TOUCH OFC. GARZA?

This investigation found, based on a preponderance of the evidence, that Mr. Jacobs did not inappropriately touch Ofc. Garza as he complained. Specifically, Ofc. Garza complained that, throughout 2014 to 2019, Mr. Jacobs regularly hugged him inappropriately and squeezed and massaged his shoulders inappropriately. The evidence, however, did not support Ofc. Garza's complaint.

A. Mr. Jacobs' Account

First, the evidence of Mr. Jacobs' denial supported this finding. Though Mr. Jacobs declined to participate in an interview, this investigation received evidence from three sources reflecting that Mr. Jacobs denied the inappropriate conduct that Ofc. Garza attributed to him. First, on July 14, 2020, an LA Times news article indicated that Mr. Jacobs told the LA Times, in an emailed statement, "This lawsuit is a work of pure fiction, and is out of left field. [Ofc.] Garza and I worked together for many years without

incident. I will vigorously defend myself, my character and my reputation." **(Attachment H.)** Second, on October 19, 2020, Mr. Ali published an article on his website indicating that Mr. Jacobs wrote to Mr. Ali about Ofc. Garza's complaints, "Nothing at all is true. Nothing. It's fabricated." **(Attachment I.)** And third, Mayor Garcetti stated that shortly after Ofc. Garza filed his civil lawsuit, Mayor Garcetti discussed it with Mr. Jacobs and Mr. Jacobs denied the conduct.

This investigation considered that, despite this investigation's attempts to gain Mr. Jacobs' interview, he declined to participate. Thus, this investigation did not have an opportunity to question Mr. Jacobs and evaluate his account and its credibility. Mr. Jacobs was in the best position to speak to Ofc. Garza's complaint against him. Thus, his failure to participate—and failure to directly refute the complaint in this investigation—provided some support for a finding substantiating Ofc. Garza's complaint.

Still, that Mr. Jacobs declined to participate, alone, was not dispositive that he therefore engaged in the complained of conduct. Indeed, various legitimate reasons existed for why Mr. Jacobs might decline to participate in this investigation even if he did not engage in the complained of conduct. For example, Mr. Jacobs plausibly declined to participate due to the heightened public attention on the matter and due to the ongoing litigation on the same subject. Indeed, communications between this investigator and Mr. Jacobs' legal counsel reflected that Mr. Jacobs would not participate on the advice of his counsel.

As well, the evidence that Mayor Garcetti stopped communicating with Mr. Jacobs due to the pending litigation and complaints further provided a plausible explanation for his not participating in the investigation. Indeed, based on conversations with Mr. Jacobs' counsel, it appeared that Mr. Jacobs was upset that the City and Mayor Garcetti ceased communicating with him. In turn, Mr. Jacobs plausibly declined to participate because of this.

Thus, while this investigation wanted the benefit of an interview with Mr. Jacobs, his lack of participation, alone, was not enough to support a presumption that he therefore engaged in the inappropriate conduct about which Ofc. Garza complained. This was particularly true given the countervailing evidence contradicting the credibility of Ofc. Garza's complaint.

B. Hugging

This finding was supported by the evidence contradicting Ofc. Garza's complaint that Mr. Jacobs inappropriately hugged him during almost every interaction they had, and that multiple City employees saw Mr. Jacobs engage in the inappropriate conduct.

As an initial matter, there was no dispute that Mr. Jacobs hugged individuals, including Ofc. Garza, at times. Indeed, almost all of the witnesses stated that Mr. Jacobs

sometimes hugged them, such as generally in greeting, or stated that they saw Mr. Jacobs hug others, men and women alike. However, that Mr. Jacobs sometimes hugged people was not enough to support Ofc. Garza's complaint that Mr. Jacobs hugged him inappropriately. By itself, hugging was not necessarily inappropriate. And, here, the evidence reflected that to the extent Mr. Jacobs gave hugs, he did so appropriately. In other words, he did not hug overly frequently, too tightly or too long, and he did not, as discussed in Issue Two, below, accompany hugs with sexual or suggestive comments.

8. Quantity of the Hugs

First, this investigation considered the evidence supporting that Mr. Jacobs sometimes hugged Ofc. Garza. Specifically, Mr. Casas stated that he saw Mr. Jacobs twice hug Ofc. Garza. And, multiple witnesses stated that Mr. Jacobs sometimes hugged people. For example, Mr. Llewellyn stated that he knew Mr. Jacobs to be a hugger, although he did not recall any specific instances of Ofc. Garza hugging others. Similarly, both Ofc. Becerra and Ofc. O'Sullivan stated that Mr. Jacobs often hugged in greeting. Thus, the evidence supported that Mr. Jacobs plausibly hugged Ofc. Garza at times during the six years of their interactions. Still, that Mr. Jacobs at times hugged Ofc. Garza was not enough to support Ofc. Garza's complaint that Mr. Jacobs did so inappropriately, frequently and in front of others.

Indeed, almost all of the twenty-seven witnesses, including those who regularly worked around Ofc. Garza and Mr. Jacobs, stated that they never saw Mr. Jacobs hug Ofc. Garza. It was implausible that Mr. Jacobs hugged Ofc. Garza as often as he complained—i.e., two to three times a week over the course of six years—but nearly all witnesses stated that they did not see or recall Mr. Jacobs hug Ofc. Garza.

Among others, for example, Ofc. Becerra, who Ofc. Garza identified as the security detail member with whom he worked most, stated that he never saw Mr. Jacobs hug Ofc. Garza. Notably, as well, Ofc. Garza identified Mr. Llewellyn and Mr. Szabo as often present when Mr. Jacobs hugged Ofc. Garza in front of Mayor Garcetti's office. Both Mr. Llewellyn and Mr. Szabo, however, contradicted Ofc. Garza's account. Mr. Llewellyn stated that he never saw Mr. Jacobs hug Ofc. Garza and Mr. Szabo stated that he did not recall any specific interactions between Ofc. Garza and Mr. Jacobs. Indeed, both Mr. Llewellyn and Mr. Szabo stated they never saw Mr. Jacobs engage in any inappropriate touching or hugging whatsoever.

Similarly, Mayor Garcetti—who the security detail members constantly accompanied—stated that he never saw Mr. Jacobs hug Ofc. Garza. As well, Mayor Garcetti reasonably stated that Mr. Jacobs could not have hugged Ofc. Garza as often as Ofc. Garza stated without Mayor Garcetti once seeing it. Thus, while the evidence reflected that Mr. Jacobs plausibly hugged Ofc. Garza, at times, substantial evidence negated Ofc. Garza's complaint that Mr. Jacobs did so inappropriately, frequently and in front of others.

9. Quality of the Hugs

For his part, Ofc. Garza complained that Mr. Jacobs hugged him inappropriately by pulling him into a long, tight hug. However, the evidence contradicted his complaint. Indeed, all but one witness, Mr. Casas, stated that they believed Mr. Jacobs gave appropriate hugs. For example, all seven of the other security detail members interviewed stated that Mr. Jacobs sometimes hugged people and that his hugs were appropriate—i.e., generally in greeting and not too long or tight. Notably, these security detail members worked most closely with Ofc. Garza and, thus, had the opportunity to observe Mr. Jacobs' conduct around Ofc. Garza.

Similarly, multiple witnesses who regularly worked with Mr. Jacobs corroborated that Mr. Jacobs gave appropriate hugs. Among others, for example, Ms. Ciardullo, Mr. Comisar and Ms. Narewatt stated that Mr. Jacobs hugged people appropriately. As well, multiple witnesses—including Ofc. Becerra, Mr. Comisar, Ms. Garakian and Ms. Repenning—stated that Mr. Jacobs' hugs did not make them uncomfortable. Moreover, several witnesses, such as Ofc. Ares, Mr. Leon and Mayor Garcetti, stated that the hugs they saw Mr. Jacobs give were brief and mutual hugs appropriate for the situation. In turn, this evidence that Mr. Jacobs gave appropriate hugs negated Ofc. Garza's complaint to the contrary.

This investigation considered Mr. Casas' deposition testimony, which provided some support for Ofc. Garza's complaint. Specifically, Mr. Casas stated that Mr. Jacobs hugged him and others, including Ofc. Garza twice, and that Mr. Casas found the hugs inappropriate. Notably, however, Mr. Casas did not provide any information why he found the hugs inappropriate other than that he was not used to receiving long hugs from men. Indeed, Mr. Casas stated that Mr. Jacobs hands did not roam when he hugged and that the hugs were not sexual. Thus, on balance, particularly given the countervailing evidence, Mr. Casas' account was not enough to support Ofc. Garza's complaint that Mr. Jacobs hugged him inappropriately.

10. Context of the Hugs

This finding was also supported by the evidence negating Ofc. Garza's complaint that Mr. Jacobs hugged him inappropriately in multiple contexts, such as during public events or at work. Rather, the evidence reflected that Mr. Jacobs appropriately tailored his conduct depending on the setting, which further supported that, to the extent he hugged others, he did so appropriately.

a) Public Events

The evidence negated Ofc. Garza's complaint that Mr. Jacobs engaged in inappropriate conduct during the various specific events that Ofc. Garza identified, including a February 2014 fitness event and various 2019 political events. More specifically, Ofc. Garza complained that Mr. Jacobs inappropriately hugged him and then made

inappropriate comments about his appearance and physique during those events (the comments are discussed further in Issue Two, below). However, the evidence did not support Ofc. Garza's complaint.

Among other things, this was supported by Mayor Garcetti's account. Mayor Garcetti was present at all the events and stated that he did not see Mr. Jacobs engage in any inappropriate conduct during the events. And, multiple witnesses corroborated Mayor Garcetti's account. For example, Ms. Narewatt and Ofc. Strogatz, who also attended many of the events, both stated that they did not see Mr. Jacobs engage in inappropriate conduct during the events.

Additionally, the public nature of the events Ofc. Garza identified—such as the February 2014 fitness event and various 2019 political events at parks, gyms and restaurants—further negated Ofc. Garza's complaint. All occurred in public settings that news outlets and members of the public attended. For example, Ofc. Garza identified an event at King Taco with President Biden, which plausibly included reporters and several other attendees. It was implausible that Mr. Jacobs acted inappropriately toward Ofc. Garza as he complained in such a public setting. In turn, while not dispositive alone, this evidence further weighed against the credibility of Ofc. Garza's complaint.

b) At Work

The evidence supported that Mr. Jacobs at times hugged Ofc. Garza at work. As discussed above, however, the evidence, negated that Mr. Jacobs' hugs at work were inappropriate. Additionally, hugging at work was not, on its face, inappropriate. Witnesses corroborated this. For example, Mr. Singer and Mr. Small, both City employees, stated that people hugged as a common greeting at work. Similarly, Ms. Repenning, former City employee, stated that high-level politics was an environment that included a lot of hugging. That others hugged in the workplace supported that it was appropriate for Mr. Jacobs to do the same.

Further, this finding was supported by the evidence that Mr. Jacobs appropriately tailored his conduct depending on the setting, such as the workplace. Specifically, the evidence reflected that Mr. Jacobs hugged less in the context of his City employment. Ms. Cabello's account supported this. Ms. Cabello stated that from 2013 forward, after Mr. Jacobs became a City employee, Mr. Jacobs only hugged people occasionally rather than daily. Similarly, Mayor Garcetti stated that after Mr. Jacobs became a City employee, their relationship changed and Mr. Jacobs no longer hugged Mayor Garcetti although they previously hugged.

Moreover, that Mr. Jacobs tailored his conduct depending on the setting was not surprising. This is a normal and expected pattern of behavior. People generally acted differently depending on whether they were at home, at work or at church and with close friends or with professional acquaintances. Some more casual situations and relationships plausibly lent themselves to hugging where more formal settings and

interactions did not. Ultimately, that Mr. Jacobs tailored his interactions this way reflected that he understood the difference between acceptable and unacceptable conduct at work. In turn, this further supported that Mr. Jacobs did not inappropriately hug Ofc. Garza as he complained.

Similarly, this finding was supported by the evidence that Mr. Jacobs did not hug some people because he understood they did not want him to. For example, Ms. Garakian stated that Mr. Jacobs gave her side hugs because she believed that he understood that she was not a hugging person. Similarly, Ofc. Williams stated that Mr. Jacobs did not hug him although Mr. Jacobs hugged other security detail members. This plausibly reflected that Mr. Jacobs did not hug Ofc. Williams because he understood that Ofc. Williams was not receptive to hugs.

Conversely, Ms. Ciardullo stated that she was a hugger and that when Mr. Jacobs hugged her, he occasionally lifted her off the ground, which she stated was not inappropriate. This further reflected that Mr. Jacobs understood that Ms. Ciardullo was receptive to hugs and so his hugs with her were more friendly than with others. That Mr. Jacobs tailored the types of hugs he gave to others—i.e., side hugs, big hugs or no hugs—reflected that he understood how people responded to his hugs. In turn, this further supported that he did not hug Ofc. Garza inappropriately, as he complained.

11. Toward Ofc. Garza Only

This investigation considered that Mr. Jacobs possibly only hugged Ofc. Garza inappropriately—i.e., too tight, long or tightly, and with suggestive comments—but did not do so with others. Indeed, Ofc. Garza stated that, of the security detail members, Mr. Jacobs only engaged in inappropriate conduct toward him and Ofc. O'Sullivan. Additionally, the various witness accounts as to the different types of hugs Mr. Jacobs gave provided some support for this. Specifically, some witnesses, such as Ms. Ciardullo and Ms. Narewatt, described Mr. Jacobs' hugs as "bear hugs" or two-arm hugs. Other witnesses, such as Ofc. Lara and Mr. Small, described Mr. Jacobs' hugs as "bro-hugs" or one-arm hugs with a pat on the back. The evidence that Mr. Jacobs gave different types of hugs provided some support that Mr. Jacobs possibly only hugged Ofc. Garza inappropriately.

However, on balance, this evidence was not enough to support a finding that Mr. Jacobs only hugged Ofc. Garza inappropriately. Indeed, it was not remarkable that Mr. Jacobs varied his style of hugs with different people—i.e., "bear hugs" or "bro-hugs" or no hugs. As discussed above, people regularly modify their conduct with others depending on the nuances of their relationships and the context of the interactions. In other words, it was not remarkable that Mr. Jacobs might hug some individuals because they had more friendly relationships and did not hug others—either because they were not as close or, as discussed below, because Mr. Jacobs understood that the individuals were not receptive to hugs.

Indeed, many witnesses knew Mr. Jacobs on a personal level and prior to his City employment. Thus, in that context, these witnesses spoke to Mr. Jacobs' more familiar conduct. For example, Mayor Garcetti stated that he saw Mr. Jacobs hug Ms. Wakeland and most people with whom Mr. Jacobs was close friends, but that he did not see Mr. Jacobs hug in the workplace. Similarly, Ms. Narewatt stated that Mr. Jacobs typically only hugged people he knew, such as Ms. Narewatt or other friends of his who visited City Hall. This supported that Mr. Jacobs tailored his hugs depending on his relationship with the individual. In turn, this further negated that he gave inappropriate hugs.

Significantly, as well, this finding was supported by Ofc. O'Sullivan's account contradicting Ofc. Garza's complaint. Ofc. Garza identified Ofc. Sullivan as the one other security detail member toward whom Mr. Jacobs also engaged in inappropriate conduct. Ofc. O'Sullivan, however, adamantly contradicted that Mr. Jacobs hugged him or anybody else inappropriately. To the contrary, Ofc. O'Sullivan described that he had a professional and good relationship with Mr. Jacobs. For example, Ofc. O'Sullivan stated that Mr. Jacobs was nice to the security detail members and also occasionally checked to see if they needed coffee or a break after a long shift.

Moreover, multiple witnesses corroborated that Mr. Jacobs treated Ofc. Garza in the same manner he treated the other security detail members, which further supported this finding. For example, Ofc. Becerra stated that Mr. Jacobs treated Ofc. Garza the same way he treated other security detail members. Similarly, Ofc. Strogatz stated that it appeared that Mr. Jacobs treated everyone the same. As well, Ms. Narewatt stated that Mr. Jacobs' level of comfort with every security detail member appeared to be the same. Thus, that Mr. Jacobs treated Ofc. Garza the same as the others further negated that he only engaged in inappropriate conduct toward Ofc. Garza.

12. Discomfort with Mr. Jacobs' Hugs

This investigation also considered the evidence—including Ofc. Garza's account—that for six years Ofc. Garza never asked Mr. Jacobs to stop hugging him or otherwise expressed his discomfort to Mr. Jacobs. By his own account, Ofc. Garza did not raise any concerns about Mr. Jacobs prior to his 2020 complaint. As well, multiple witnesses stated that Ofc. Garza never raised concerns about Mr. Jacobs prior to his 2020 civil lawsuit. Ultimately, this investigation determined that Ofc. Garza's lack of prior complaints neither weighed for or against the findings in this investigation.

On the one hand, the evidence reflected that Ofc. Garza never said or did anything to indicate to Mr. Jacobs that his hugs made Ofc. Garza uncomfortable. Plausibly, if Mr. Jacobs frequently hugged Ofc. Garza inappropriately for six years, as he complained, Ofc. Garza would have said or done something to express discomfort to Mr. Jacobs. However, Ofc. Garza acknowledged that he never did. And, multiple witnesses corroborated this. Specifically, multiple witnesses stated that they never saw anyone pull away or appear uncomfortable when Mr. Jacobs hugged them. Among others, for example, Ms. Garakian, Mr. Llewellyn, Mr. Orozco and Ms. Narewatt stated that they

did not see anyone who Mr. Jacobs hugged look uncomfortable. While not dispositive, that Ofc. Garza never expressed discomfort when Mr. Jacobs hugged him further supported that Mr. Jacobs did not inappropriately hug Ofc. Garza.

Further, several witnesses, like Ofc. O'Sullivan, stated that they believed that if Ofc. Garza expressed discomfort to Mr. Jacobs, Mr. Jacobs would have stopped the conduct. Similarly, Ms. Narewatt stated that Mr. Jacobs was the type of person that if someone told him that he or she did not like something he did, Mr. Jacobs would respect him or her and stop.

On the other hand, however, the evidence supported that Ofc. Garza plausibly felt uncomfortable by Mr. Jacobs' hugs and still never said or did anything about it. He said it was the case, as did Mr. Casas, and, on its face, this was plausible. Further, Mr. Casas stated that he once saw Ofc. Garza make a face when Mr. Jacobs hugged him. Specifically, Mr. Casas stated that Ofc. Garza made a face as to express "Here we go again." While not dispositive, this evidence corroborated that Ofc. Garza expressed some level of annoyance at Mr. Jacobs' hug.

Still, that Ofc. Garza and Mr. Casas might have felt uncomfortable or annoyed was not enough to support a finding that Mr. Jacobs hugged Ofc. Garza inappropriately. Indeed, as discussed above, Mr. Casas explained that he felt uncomfortable by Mr. Jacobs' hugs because he was not used to being hugged by men. In other words, his feeling was not because Mr. Jacobs' hugs were accompanied by some other touching or inappropriate comment.

As well, this finding was supported by the evidence that people other than Mr. Jacobs also hugged Ofc. Garza at work. For example, Ofc. Ares stated that he hugged people, including Ofc. Garza, with the same types of hugs that Mr. Jacobs gave. While not dispositive, that Ofc. Ares gave the same types of hugs to Ofc. Garza, but Ofc. Garza did not similarly raise concerns about Ofc. Ares, provided further support that Mr. Jacobs did not hug Ofc. Garza inappropriately.

C. Arm and Shoulder Squeezes and Massages

This finding was also supported by the evidence that Mr. Jacobs did not inappropriately squeeze Ofc. Garza's arms as he complained. It was the case that Mr. Jacobs occasionally touched others' arms or shoulders, such as with a brief squeeze in greeting. However, the evidence negated that he did so with Ofc. Garza too frequently or otherwise in a way that rose to the level of inappropriateness.

First, this finding was supported by the evidence negating Ofc. Garza's complaint that Mr. Jacobs massaged his shoulders on multiple occasions, particularly when they rode in the car with Mayor Garcetti. Notably, all other witnesses stated that they never saw Mr. Jacobs massage Ofc. Garza's shoulders. This included multiple witnesses who often rode in the car with Ofc. Garza and Mr. Jacobs and, therefore, had an opportunity to

observe Mr. Jacobs' conduct toward Ofc. Garza. These witnesses included the other security detail members, Mayor Garcetti, Ms. Wakeland and various executive officers—i.e., Ms. Ciardullo, Ms. Garakian and Ms. Narewatt.

As well, this finding was supported by the evidence that it was generally implausible for Mr. Jacobs to massage Ofc. Garza's shoulders in the car due to the seating arrangement. Multiple witnesses stated this was the case. Specifically, Ms. Garakian, Mayor Garcetti and Ms. Wakeland stated that, when driving locally, the executive officer (or body person), who accompanied Mayor Garcetti everywhere, typically sat in the seat behind the driving security detail member—i.e., Ofc. Garza. The witnesses explained that the executive officer sat behind the driver seat so that Mayor Garcetti, who usually sat in the front passenger seat, could easily turn around to communicate with the executive officer. Thus, that Mr. Jacobs did not regularly sit behind Ofc. Garza in the car negated that Mr. Jacobs massaged Ofc. Garza's shoulders while in the car.

This investigation considered that Mr. Casas' account provided some support for Ofc. Garza's complaint. Mr. Casas stated that Mr. Jacobs twice stood behind Mr. Casas while Mr. Casas was sitting and massaged his shoulders, for between two to sixty seconds, and that the conduct was unwelcome. However, Mr. Casas stated that he never saw Mr. Jacobs massage anyone else, including Ofc. Garza. Still, that Mr. Jacobs twice massaged Mr. Casas provided some support that Mr. Jacobs similarly massaged Ofc. Garza. It was not enough, however, to find that Mr. Jacobs regularly massaged Ofc. Garza as he complained. This was especially so given the countervailing direct evidence negating that Mr. Jacobs massaged Ofc. Garza. Specifically, though Ofc. Garza stated that others were present at the times of the massages, not one witness corroborated Ofc. Garza's complaint.

This finding was also supported by the evidence that, in certain contexts, Mr. Jacobs occasionally placed his hands atop others' shoulders—men and women alike—but it was not inappropriate. Indeed, Ms. Ciardullo stated that she vaguely recalled seeing Mr. Jacobs briefly place his hands on the shoulders of whoever sat in front of him in the car, as though to express, "Hey, how are you doing?" Similarly, Ms. Garakian stated that Mr. Jacobs once placed his hands on her shoulders to emphasize what he said. Ms. Garakian also stated that she saw Mr. Jacobs once touch Ofc. Ares' shoulder briefly in greeting, but that it was not inappropriate. These brief interactions during various public exchanges did not reflect inappropriate behavior of the of the kind about which Ofc. Garza complained.

This investigation also considered that Mr. Casas' account provided some support that Mr. Jacobs squeezed people's arms. Mr. Casas stated that Mr. Jacobs squeezed his biceps, and he recalled Mr. Jacobs once squeezing Ofc. Garza's biceps after hugging him. While this supported that Mr. Jacobs squeezed Ofc. Garza's arms, it did not support that Mr. Jacobs did so frequently or inappropriately, as Ofc. Garza complained. Further, witnesses who stated they observed Mr. Jacobs' conduct in this manner, other than

Mr. Casas, indicated it was not inappropriate. For example, Mr. Singer stated that he understood an arm squeeze to indicate that the other person was happy to see him. Thus, that Mr. Jacobs occasionally squeezed Ofc. Garza's arms or shoulders, without more, did not support Ofc. Garza's complaint that Mr. Jacobs engaged in inappropriate conduct toward him.

This finding was further supported by the evidence that Mayor Garcetti always acted professionally and would not tolerate inappropriate conduct. Ofc. Garza stated that Mayor Garcetti was present and did nothing to stop the inappropriate touching. However, the evidence supported Mayor Garcetti's account that he would not tolerate anyone engaging in the type of conduct Ofc. Garza identified, like massaging. As mayor and a leader responsible for a large staff, this was both plausible and reasonable. Moreover, multiple witnesses credibly corroborated Mayor Garcetti's account. For example, Ms. Guerrero stated that Mayor Garcetti made his disapproval known to anyone who engaged in inappropriate conduct. Similarly, Ms. Cabello, Ms. Evans and Ms. Garakian, among others, stated they believed that Mayor Garcetti would not tolerate such inappropriate conduct. In turn, that Mayor Garcetti would not tolerate inappropriate conduct further supported that Mr. Jacobs did not engage in the inappropriate touching about which Ofc. Garza complained.

D. Kissing

This investigation considered the evidence that Mr. Jacobs, at times, kissed others in greeting, either on the cheek or mouth. This evidence, however, was not enough to negate the finding that Mr. Jacobs did not inappropriately touch Ofc. Garza. Notably, as an initial matter, Ofc. Garza did not complain that Mr. Jacobs kissed him at all. Rather, to support his complaint that Mr. Jacobs engaged in unwanted sexual touching and comments toward him, Ofc. Garza stated that Mr. Jacobs engaged in unwanted grabbing and kissing toward others in front of him.

As an initial matter, this investigation considered various news articles that provided support for Ofc. Garza's complaint about kissing. Specifically, in Mr. Ali's October 19, 2020 article, Mr. Ali wrote that, throughout 2005 to 2015, Mr. Jacobs forcibly kissed him at political and social events. **(Attachment I.)** Mr. Ali further wrote that he saw Mr. Jacobs forcibly kiss unnamed others during events. As well, Mr. Ash's attorney wrote that, from 2009 to 2013, Mr. Jacobs forcibly kissed Mr. Ash on the mouth. **(Attachment L.)** Additionally, an October 21, 2020 LA Times article indicated that Mr. Jacobs tried to forcibly kiss an unidentified individual. **(Attachment J.)**

However, this investigation received no evidence, beyond these writings, to substantiate the writings. Indeed, despite this investigation's attempts to gain their participation, Mr. Ali and Mr. Ash declined to participate. As well, though the investigation attempted to ascertain their identities, the other individuals who news articles indicated raised concerns about inappropriate kissing remained unidentified. There were various reasons an individual might be telling the truth and still reasonably

want to avoid participating in an investigation such as this one. Thus, not participating was not dispositive evidence that their accounts, as reflected in the articles, were untrue. Still, this investigation was not afforded the opportunity to speak with them directly. Thus, this investigation could not question the witnesses to better understand their accounts and assess the credibility of the information.

Similarly, this investigation did not have the opportunity to assess the credibility of the other anonymous information presented in the various news article. Thus, the information from these individuals and news sources was not enough to negate the findings in this investigation.

Likewise, this investigation considered that six former City employees also declined to participate in this investigation—i.e., Mr. Casas, Ms. Emmerling, Mr. Kadzielski, Mr. Petersen, Mr. Robb and Ms. Seligman did not agree to participate in this investigation. There are various reasons an individual might want to avoid participating in an investigation such as this one. Nevertheless, as a result, this investigation did not have the opportunity to obtain the witnesses' accounts and assess whether those accounts supported or negated the findings in this investigation. Thus, in the end, this investigation determined that that former City employees declined to participate did not negate the findings in this investigation.

This was especially so given the substantial evidence in support of the findings, discussed throughout this Report, negating that Mr. Jacobs engaged in any inappropriate touching or kissing at work, or involving Ofc. Garza. Indeed, not one of the twenty-seven witnesses saw Mr. Jacobs forcibly kiss others. This included multiple witnesses who regularly attended social, political and fundraising events with Mr. Jacobs outside of City Hall.

Rather, the evidence supported that, to the extent Mr. Jacobs kissed others, whether on the cheek or on the mouth, it was appropriate and mutual. For example, multiple witnesses who saw Mr. Jacobs kiss others stated that Mr. Jacobs' kisses were appropriate. For example, Ms. Ciardullo stated that she and Mr. Jacobs kissed each other on the cheek in greeting and that it was appropriate. Mr. Comisar also stated that Mr. Jacobs possibly kissed cheeks in greeting at fundraising and political events, which did not stand out to him as inappropriate. Similarly, Mayor Garcetti stated that Mr. Jacobs sometimes kissed others on the mouth in social environments and that the kisses were mutual and not awkward. As well, Ms. Wakeland stated that Mr. Jacobs sometimes kissed his friends on the mouth and that just as many people kissed Mr. Jacobs on the mouth as Mr. Jacobs did to his friends.

Mr. Szabo's account further corroborated that, to the extent Mr. Jacobs kissed others, it was appropriate and mutual. Mr. Szabo stated that Mr. Jacobs occasionally kissed him on the mouth in greeting. Mr. Szabo did not find the kisses inappropriate and the kisses did not make him feel uncomfortable. Further, Mr. Szabo stated that Mr. Jacobs only kissed him on the mouth in appropriate settings, such as during events and not in the

workplace. Mr. Szabo also stated that many gay men such as Mr. Jacobs kissed others in greeting. While not dispositive, that Mr. Szabo, one of the men Mr. Jacobs kissed on the mouth, did not find the conduct inappropriate supported this finding.

This investigation considered some evidence that might support a contrary finding. Specifically, Ms. Guerrero stated that she heard men and women, although she could not recall who, say that Mr. Jacobs kissed him or her on the mouth at a holiday party. As well, Ms. Guerrero stated that her mutual acquaintances with Mr. Jacobs described him as a person who gave "bear hugs" and kisses. Notably, however, Ms. Guerrero indicated that Mr. Jacobs' behavior was not inappropriate. On balance, particularly given the countervailing evidence discussed throughout this Report, this evidence was not enough to support that Mr. Jacobs engaged in inappropriate kissing. Rather, it reflected that in some social situations, Mr. Jacobs greeted others with a kiss, which was appropriate.

Further, the evidence reflected that, to the extent Mr. Jacobs kissed people, it occurred in appropriate settings, such as at social events, which further supported this finding. Indeed, while witnesses stated that they saw Mr. Jacobs kiss people at social events, they did not see Mr. Jacobs kiss people in the workplace. For example, Mayor Garcetti stated that he did not see Mr. Jacobs kiss people in the workplace but saw Mr. Jacobs kiss others at social events. Ultimately, the evidence that Mr. Jacobs sometimes kissed people in greeting at social events outside of work did not support that Mr. Jacobs acted inappropriately toward Ofc. Garza.

To the contrary, that Mr. Jacobs acted differently in different settings—i.e., non-work settings—was not surprising. Indeed, as discussed above, it was reasonable for Mr. Jacobs to act differently outside of work and toward non-City employees or individuals with whom he had personal relationships. Most people do exactly that. Indeed, many witnesses knew Mr. Jacobs on a personal level and prior to his City employment. They spoke about Mr. Jacobs' more familiar conduct in that context. As discussed above, it did not follow that Mr. Jacobs therefore also treated people at work in the same way.

E. 2017 US Conference of Mayors

This investigation considered the evidence that Mr. Jacobs engaged in inappropriate conduct during a June 2017 US Conference of Mayors in Miami Beach. A photo from the conference showed Mr. Jacobs making an inappropriate gesture by placing his open hand in front of Mr. Evans' groin area. **(Attachment N.)** On its face, and by all accounts, the conduct was inappropriate. Indeed, although none of the witnesses present saw Mr. Jacobs make the gesture at the taking of the photo, those who later saw the photo described the conduct as inappropriate, stupid and juvenile. For example, Mr. Evans, to whom Mr. Jacobs made the gesture, stated that Mr. Jacobs conduct was not funny and embarrassed him. As well, Mayor Garcetti, who stood on the other side of Mr. Evans in the photo, stated that the gesture was stupid and unacceptable.

However, the evidence that Mr. Jacobs made this inappropriate gesture did not, without more, support that Mr. Jacobs also engaged in the inappropriate and unwanted sexual comments and touching about which Ofc. Garza complained. Further, although Mr. Jacobs made the inappropriate gesture in the photo, he did not touch Mr. Evans at all. Mr. Evans stated that Mr. Jacobs never touched him inappropriately and specifically that Mr. Jacobs did not touch him when Mr. Jacobs made the gesture in the photo. Others corroborated Mr. Evans' account. For example, Mr. Orozco stated that, sometime after the conference, after he learned about the photo, Mr. Evans told him that Mr. Jacobs did not touch him when Mr. Jacobs made the gesture. Thus, this inappropriate, juvenile and touchless gesture was not enough to overcome the countervailing evidence in support of the findings in this investigation.

F. Mayor Garcetti's Conduct

This finding was also supported by the evidence that, contrary to Ofc. Garza's complaint, Mayor Garcetti did not know about or fail to prevent Mr. Jacobs from engaging in inappropriate touching or comments. Ofc. Garza complained that Mayor Garcetti was present during many of the occasions when Mr. Jacobs engaged in inappropriate conduct and did nothing to stop it. Mayor Garcetti, however, credibly denied the complaint and the evidence supported his account.

First, this finding was supported by the evidence, as discussed above, contradicting that Mr. Jacobs inappropriately touched, hugged and massaged Ofc. Garza. In other words, that it did not happen supported Mayor Garcetti's account that he never saw such conduct and, therefore, did not fail to prevent it. Similarly, as discussed in Issue Two, below, the evidence contradicted Ofc. Garza's complaint that Mr. Jacobs frequently made inappropriate suggestive, sexually explicit or crude comments.

1. Conversations About Mr. Jacobs' Conduct

In support of his complaint, Ofc. Garza also stated that he once overheard a conversation in which Mayor Garcetti, Ms. Guerrero and Ms. Wakeland discussed Mr. Jacobs engaging in inappropriate conduct. He believed this reflected that Mayor Garcetti knew that Mr. Jacobs engaged in inappropriate conduct but failed to prevent it. The evidence negated Ofc. Garza's complaint. Mayor Garcetti credibly denied having any such conversations with Ms. Guerrero and Ms. Wakeland and both of these witnesses corroborated his account. That the three individuals Ofc. Garza identified as participants in the conversation stated that they never had such a conversation negated Ofc. Garza's complaint.

Moreover, the evidence reflected Ofc. Garza implausibly overheard such a conversation between Mayor Garcetti, Ms. Guerrero and Ms. Wakeland. Mayor Garcetti explained that he did not have personnel conversations in front of security detail members and that it was implausible that he began such a conversation while walking with Ms. Guerrero up to the Getty House. Ms. Wakeland corroborated his account.

Ms. Wakeland stated that she, Mayor Garcetti and Ms. Guerrero did not have meetings or conversations about personnel outside of the Getty House. Security detail members also did not enter the Getty House, so even if such a conversation occurred in the house—and this investigation did not find that it did—Ofc. Garza could not have overheard it.

This investigation found Ms. Guerrero's and Ms. Wakeland's accounts credible. (Mayor Garcetti's and Ofc. Garza's credibility is further discussed in Subsection G of this Issue One, below.) With respect to Ms. Guerrero, this investigation considered that Ms. Guerrero had a potential motive to provide a false account in support of her supervisor and friend, Mayor Garcetti. However, this investigation received no evidence that Ms. Guerrero was untruthful. To the contrary, Ms. Guerrero was cooperative and forthcoming and did not appear to be withholding information. Further, Ms. Guerrero provided details that reflected she recalled events as they occurred and multiple other witnesses consistently corroborated her account.

Similarly, with respect to Ms. Wakeland, this investigation considered that Ms. Wakeland had a potential motive to provide a false account to support her husband, Mayor Garcetti, and her personal friend, Mr. Jacobs. However, this investigation received no evidence that Ms. Wakeland was not truthful. To the contrary, Ms. Wakeland was cooperative and appeared to be forthcoming in her interview and multiple other witnesses consistently corroborated her account.

2. Concerns About Mr. Jacobs' Conduct

Additionally, that Mayor Garcetti did not fail to prevent misconduct was supported by the evidence that nobody raised concerns to him or the City of Mr. Jacobs engaging in inappropriate conduct. Indeed, other than Ofc. Garza and Mr. Casas, none of the other twenty-six witnesses had any concerns or heard any concerns about Mr. Jacobs engaging in such behavior. For example, the seven other security detail members all stated that they never heard any concerns about Mr. Jacobs engaging in inappropriate behavior and never experienced such. Similarly, Mayor Garcetti's executive officers—i.e., Ms. Ciardullo, Ms. Garakian and Ms. Narewatt—all stated that they never heard or experienced any concerns about Mr. Jacobs engaging in inappropriate conduct such as that identified in Ofc. Garza's complaint. That nobody raised concerns about Mr. Jacobs engaging in inappropriate conduct negated Ofc. Garza's complaint that Mayor Garcetti knew of the conduct but failed to prevent it.

This investigation considered Mr. Casas' account, which provided some support for Ofc. Garza's complaint. As discussed above, Mr. Casas stated that Mr. Jacobs hugged him, squeezed his biceps and massaged his shoulders inappropriately. As well, Mr. Casas stated that it was generally known that Mr. Jacobs acted inappropriately. However, Mr. Casas provided no evidence to support this conclusory statement. Moreover, he stated that he never raised any concerns about Mr. Jacobs' conduct to Mayor Garcetti or anyone else. And, he stated that no one ever raised any concerns to him about

Mr. Jacobs engaging in any inappropriate conduct. Rather, he stated that Mr. Jacobs' inappropriate conduct was generally a topic of gossip. However, the weight of the evidence, discussed throughout this Report, contradicted this. As such, Mr. Casas' account was not enough to support a finding that Mayor Garcetti knew of or failed to prevent inappropriate conduct by Mr. Jacobs.

Further, this finding was supported by the evidence that, to the extent employees raised concerns about Mr. Jacobs, it involved his management style at work, not inappropriate sexual comments and conduct. Multiple witness accounts supported this. Among others, for example, Ms. Ciardullo stated that Mr. Jacobs was a tough and demanding boss. Similarly, Ms. Garakian stated that Mr. Jacobs' management style frustrated employees, particularly because Mr. Jacobs did not understand City processes and procedures. Thus, while not dispositive, that employees raised concerns about Mr. Jacobs' management style, but did not do so about inappropriate sexual conduct, further reflected that Mr. Jacobs did not engage in inappropriate conduct. And, in turn, this further reflected that Mayor Garcetti did not know of or fail to prevent such conduct.

G. Credibility and Motives

This finding was further supported by a review of the credibility of Ofc. Garza and Mayor Garcetti. First, with respect to Mayor Garcetti, this investigation found his account credible. This investigation considered that Mayor Garcetti had a motive to falsely deny the complaints against him. Specifically, the complaints, if substantiated, could negatively affect Mayor Garcetti's reputation and position as mayor. However, this investigation did not receive any evidence that Mayor Garcetti provided false information in this investigation. To the contrary, Mayor Garcetti was forthcoming and cooperative and did not appear to be withholding information. Moreover, multiple other witnesses consistently corroborated his account.

In contrast, this investigation found that Ofc. Garza's account lacked credibility for several reasons. First, the evidence reflected that Ofc. Garza exaggerated or mischaracterized events, which undermined the credibility of his complaint. For example, as discussed above, Ofc. Garza complained that Mr. Jacobs hugged him inappropriately during almost every interaction they had. However, the evidence reflected that it was implausible that Mr. Jacobs hugged Ofc. Garza that often—let alone that he hugged Ofc. Garza in an inappropriate way. To the contrary, multiple witnesses, including those who Ofc. Garza identified as present for those interactions, all stated that they never saw Mr. Jacobs inappropriately hug Ofc. Garza.

Further, Ofc. Garza's account generally lacked credibility because the evidence repeatedly contradicted it. For example, as discussed above, Ofc. Garza stated that many of the security detail members with whom he worked did not approve of Mr. Jacobs' behavior. However, all seven of the other security detail members stated that they did not find Mr. Jacobs' behavior inappropriate.

Similarly, as discussed further in Issue Two, below, though Ofc. Garza stated that he was often alone with Mayor Garcetti and Mr. Jacobs, multiple witnesses provided credible accounts reflecting that it was implausible that Ofc. Garza was often alone with Mayor Garcetti and Mr. Jacobs. To the contrary, an executive officer or a body person almost always accompanied Mayor Garcetti everywhere.

And, the evidence again contradicted Ofc. Garza's account that Mr. Casas told him, in the context of Mr. Jacobs' hugs, "I wouldn't put up with that shit. I would knock him out," or "If I were you, I would knock him out. I'd knock him on his ass." Ofc. Garza stated that Mr. Casas said this to him approximately ten times. Mr. Casas, however, stated that he did not say this, which further weighed against the credibility of Ofc. Garza's complaint.

This investigation also considered the evidence that Ofc. Garza had motives to raise a false complaint, which further negated the credibility of his account. First, multiple witnesses stated they believed that Ofc. Garza made a false complaint because he was upset by a comment that Mayor Garcetti made regarding the Black Lives Matter movement and George Floyd protests (further discussed in footnote 25). Among others, for example, Ofc. Ares stated that, approximately four days before he learned of Ofc. Garza's civil lawsuit, Ofc. Garza called Ofc. Ares to inform him that Ofc. Garza did not plan to return to the mayor's security detail because Mayor Garcetti made a comment about police officers being murderers.

Similarly, Ofc. Lara stated that, about a week before the news article about Ofc. Garza's civil lawsuit was published, Ofc. Garza called Ofc. Lara to inform him that Ofc. Garza was not returning to the security detail because he was angry about something Mayor Garcetti said on television about defunding the police. Ofc. O'Sullivan also stated that, on June 7, 2020, Ofc. Garza called him and said that he planned to file a lawsuit against the City because of Mayor Garcetti's statements. This evidence reflected that Ofc. Garza was angry at Mayor Garcetti, and thus plausibly motivated to bring a false complaint in retribution. Notably, all three witnesses stated that, during these conversations, Ofc. Garza did not raise any concerns about Mr. Jacobs as the reason for him not returning to the mayor's security detail or filing a lawsuit.

As well, this investigation considered the evidence that Ofc. Garza had political motives for his complaint. Multiple witnesses surmised that the LAPPL encouraged Ofc. Garza to file his complaint. For example, Mr. Singer stated that he heard that the LAPPL encouraged Ofc. Garza to file his complaint. Similarly, Ms. Cabello stated that she believed that the LAPPL was upset at Mayor Garcetti for issues related to the George Floyd and Black Lives Matter protests. As well, Ms. Garakian stated that she heard theories that Ofc. Garza raised his complaint in response to Mayor Garcetti cutting $150 million from the LAPD's budget. However, this investigation received no evidence, other than witnesses' conclusory statements, to support that Ofc. Garza had political motives. Thus, this evidence was not considered strong evidence negating Ofc. Garza's credibility.

Similarly, this investigation considered the evidence that Ofc. Garza raised his complaint for monetary reasons. For example, Ofc. O'Sullivan surmised that Ofc. Garza needed money because he recently purchased an expensive home in Whittier Hills. As well, Ms. Narewatt surmised that she saw Ofc. Garza less because he began working a third shift to pay his mortgage. Again, however, this investigation received no evidence, other than witnesses' conclusory statements, to support that Ofc. Garza had financial motives. Thus, this was neither evidence in support of nor against Ofc. Garza's credibility.

Likewise, this investigation considered the evidence that Ofc. Garza filed a lawsuit against the Catholic church shortly after he filed his lawsuit against the City. Ofc. O'Sullivan stated that he believed this indicated that Ofc. Garza was filing false lawsuits to obtain monetary settlements. However, Ofc. Garza plausibly explained that during his leave of absence, the circumstances that previously prevented him from raising his complaint changed—i.e., the need for a position with a regular schedule. Additionally, he stated that while on leave he had time to reflect on his childhood experiences, which led him to raise his complaints against both the City and the Catholic church. This was a plausible explanation. Thus, without more evidence to support the contrary, Ofc. Garza's lawsuit against the Catholic church was not evidence either in support of or against the credibility of Ofc. Garza's complaint.

This investigation also considered that Ofc. Garza never complained about Mr. Jacobs prior to his 2020 instant complaint, including informally or in passing to other security detail members. Ofc. Garza acknowledged this was the case and all of the other security detail members stated the same. Additionally, some security detail members and City employees stated that they believed that, if Ofc. Garza's complaint was true, Ofc. Garza would have raised concerns about Mr. Jacobs to them prior to his 2020 complaint. For example, Ofc. Lara stated that he believed that if Ofc. Garza experienced this type of conduct, Ofc. Garza would have said something before. Similarly, Ofc. Ramirez stated that, given Ofc. Garza's propensity to complain, Ofc. Garza likely would have raised concerns earlier if he did experience the type of conduct about which he now complained. As well, Ms. Narewatt stated that Ofc. Garza was a complainer.

Ultimately, however, this evidence had minimal probative value. Reasonable explanations existed for why someone might not complain in this type of situation. Indeed, Ofc. Garza plausibly explained that he did not want to file his complaint through the City's internal process because he did not believe it was effective. Ofc. Garza further stated that Mayor Garcetti was the most powerful person in the City, and he believed that Mayor Garcetti would act to negatively affect his employment in response to his complaint. As such, that Ofc. Garza did not raise his concerns earlier did not, without more, support that Ofc. Garza had a motive to file a false complaint.

Nevertheless, regardless of Ofc. Garza's particular motive, and for the reasons discussed above, this investigation found that Mr. Jacobs did not inappropriately touch Ofc. Garza.

VII. ISSUE TWO: DID MR. JACOBS MAKE INAPPROPRIATE COMMENTS TOWARD OFC. GARZA?

This investigation found, based on a preponderance of the evidence, that Mr. Jacobs did not make sexually inappropriate comments directed at and in the presence of Ofc. Garza as he complained. Specifically, Ofc. Garza complained that Mr. Jacobs made: (1) frequent inappropriate comments about Ofc. Garza's appearance and physique, such as that Ofc. Garza was strong and handsome; and (2) crude and sexual comments about Mr. Jacobs' sexual activities and sexual preferences. As discussed in Issue One, above, Mr. Jacobs denied engaging in the conduct. The evidence supported Mr. Jacobs' account.

As an initial matter, this investigation considered that Ofc. Garza's complaint received some support in various writings from the LA Times, Mr. Ali and [redacted]. These sources also indicated that Mr. Jacobs made inappropriate comments, such as "If you and your boyfriend go south, give me a call." However, as discussed in Issue One, above, these sources provided only limited support for Ofc. Garza's complaint given they declined to participate in this investigation. Ultimately, the limited evidence provided in these various writings was not enough to overcome the countervailing evidence from the other multiple witness accounts reflecting that Mr. Jacobs did not make inappropriate comments toward Ofc. Garza as Ofc. Garza complained.

A. Comments about Appearance or Physique

The evidence supported that Mr. Jacobs, at times, commented about and complimented others' appearance or physique. Thus, he plausibly told Ofc. Garza he was strong or handsome, on occasion, throughout their six years working together. That Mr. Jacobs did so, however, was not inappropriate and did not support that he, therefore, made the sexually inappropriate or crude comments about which Ofc. Garza complained. Moreover, the evidence negated Ofc. Garza's complaint that Mr. Jacobs frequently and inappropriately commented about and complimented Ofc. Garza's appearance and physique.

1. Comments about Being Strong or Handsome

For his part, Ofc. Garza complained that fifty percent of the time Mr. Jacobs hugged Ofc. Garza, which Ofc. Garza said occurred almost every interaction he had with Mr. Jacobs, he made comments such as, "You are so strong," or "You are so handsome." Notably, however, only one witness out of twenty-seven—Mr. Casas—corroborated hearing Mr. Jacobs comment on Ofc. Garza's body or physique. For example, none of the other security detail members or executive officers heard Mr. Jacobs say to the effect of, "You're so strong" or "You're so handsome," or otherwise comment about Ofc. Garza's appearance or physique. It was implausible that, if Mr. Jacobs made the comments as often as Ofc. Garza described, others who regularly worked around Ofc. Garza and Mr. Jacobs did not once hear it.

This investigation considered that Mr. Casas' deposition transcript indicated that Mr. Casas once heard Mr. Jacobs say to Ofc. Garza words to the effect of, "beautiful eyes" or "the prettiest eyes." This evidence supported the finding that Mr. Jacobs occasionally commented on or complimented Ofc. Garza's appearance and physique. However, that one witness, Mr. Casas, heard Mr. Jacobs make this one comment was not enough to support Ofc. Garza's complaint that Mr. Jacobs did so frequently or otherwise inappropriately as Ofc. Garza complained.

Further, that Mr. Jacobs sometimes commented to and complimented others about their appearance and physique did not change this finding. Specifically, multiple witnesses corroborated that Mr. Jacobs complimented people, men and women alike, and did so in front of others. For example:

- Ms. Ciardullo stated that Mr. Jacobs complimented her occasionally. For example, he commented, "You look nice," "You look put together well today," "You look beautiful today" or "I like your shoes."

- Mr. Comisar stated that Mr. Jacobs commented that Mr. Comisar looked handsome because of his suit or how he styled his hair and that it was appropriate.

- Ms. Garakian described Mr. Jacobs as a chummy and complimentary type of person. As well, Ms. Garakian stated that after she lost twenty-five pounds, Mr. Jacobs commented, "You look fucking amazing!"

- Mayor Garcetti stated that Mr. Jacobs was effusive and giving compliments was part of Mr. Jacobs' effusiveness.

- Ms. Guerrero stated that Mr. Jacobs often complimented Ms. Wakeland's attire.

- Ms. Repenning stated that when she dressed nice, Mr. Jacobs complimented her.

- Ofc. Strogatz stated that Mr. Jacobs once commented, "Oh, you've got some muscle," which Ofc. Strogatz took as a compliment. Additionally, Mr. Jacobs complimented Ofc. Strogatz' attire by saying, "You look good today" or "That looks good what you are wearing."

- Ms. Wakeland stated that Mr. Jacobs complimented people's attire or appearance, such as when Mr. Jacobs saw Ofc. Lara in his police uniform for the first time.

As well, this investigation also considered that Mr. Casas' deposition transcript indicated that Mr. Jacobs commented, "You're so strong," "You feel so strong," or "You're so handsome" to Mr. Casas and other unidentified City employees. Though Mr. Casas

stated he did not recall hearing Mr. Jacobs make these comments to Ofc. Garza, it provided support for the finding that Mr. Jacobs sometimes made such comments to Ofc. Garza.

Similarly, Mr. Small stated that he heard Mr. Jacobs once say, "You're so strong and handsome," as a juvenile joke. Notably, however, Mr. Small recalled this comment in his interview only after a direct question about this comment. And, even then, Mr. Small could not recall the specifics of the comment, including where they were at the time, the context of the conversation and to whom Mr. Jacobs directed the comment.

Ultimately, the totality of the evidence reflected that Mr. Jacobs occasionally complimented others, both men and women, including in the presence of others. In turn, this supported that Mr. Jacobs occasionally did so with Ofc. Garza, as well. In this context, occasional compliments from Mr. Jacobs about being strong or handsome was not reasonably considered inappropriate. Indeed, other than Mr. Casas and Ofc. Garza, not one witness expressed concern about Mr. Jacobs' occasional compliments.

Further, this evidence was not enough to reflect that Mr. Jacobs commented about Ofc. Garza's appearance and physique in a sexually suggestively way or did so as often as Ofc. Garza described. It was implausible that Mr. Jacobs did so as frequently and in the sexually suggestive manner Ofc. Garza described without one person witnessing it.

2. Comments about Loving LAPD Officers

Similarly, the evidence supported that Mr. Jacobs' compliments to the effect of, "I love my strong LAPD officers," were not inappropriate. Multiple witnesses corroborated that Mr. Jacobs made these comments about LAPD officers to show his appreciation for the security detail members' service. For example, Mayor Garcetti stated that Mr. Jacobs complimented the security detail members due to his appreciation for and association with the LAPD. Similarly, Ms. Narewatt stated that Mr. Jacobs made the comments to show his appreciation toward the security detail members. As well, Ms. Wakeland stated that she heard this comment approximately ten times and that Mr. Jacobs was expressing enthusiasm and appreciation for the LAPD. In this context, it was unreasonable to interpret the comments as inappropriate. To the contrary, that Mr. Jacobs publicly tried to show appreciation in this way negated that the comments were suggestive or sexual in nature.

Further, Mr. Small's account that he once heard Mr. Jacobs jokingly say, "I like my LAPD officers to be big and strong" was not enough to negate this finding. While this comment could be interpreted as inappropriate, Mr. Small's explanation contradicted such a finding. Specifically, Mr. Small stated that he did not take the comment as something inappropriate. Rather, he understood Mr. Jacobs to communicate that it was preferable to have a physically fit police officer protecting Mayor Garcetti. This was a reasonable and plausible interpretation.

This investigation considered Mr. Szabo's account that Mr. Jacobs occasionally made comments about men's physical appearance to Mr. Szabo, to indicate romantic interest or physical attraction, such as "Oh, he looks good." However, Mr. Szabo explained that his relationship with Mr. Jacobs preceded and extended beyond Mr. Jacobs' City employment. In that context, Mr. Szabo explained that Mr. Jacobs only made such comments to him in mutual conversations and in appropriate settings, such as at social events. In this context, Mr. Jacobs' comments to Mr. Szabo complimenting other men's appearance did not support that Mr. Jacobs made the inappropriate and suggestive comments about which Ofc. Garza complained.

Indeed, Mr. Szabo stated he never heard Mr. Jacobs make such comments at work or about any City employees. And, as discussed in Issue One, above, it was reasonable and appropriate for Mr. Jacobs to act differently in different settings. Mr. Jacobs' conduct in social settings or with individuals with whom Mr. Jacobs had a personal relationship was not a reasonable indicator of how he conducted himself in work settings or with colleagues.

On balance, this evidence supported that Mr. Jacobs likely commented about big and strong LAPD officers to Ofc. Garza, or in his presence, on occasion. However, the evidence did not support that Mr. Jacobs made this comment to Ofc. Garza in a frequent and suggestive way, as he complained. Rather, the evidence reflected that the comment was benign and part of Mr. Jacobs' regular style of complimenting others, including the LAPD, to show appreciation.

B. Sexual Comments

The evidence also did not support that Mr. Jacobs frequently made the inappropriately sexual and crude comments Ofc. Garza attributed to him. Ofc. Garza complained that Mr. Jacobs made crude and sexual comments in the presence of or directed at Ofc. Garza. Specifically, Ofc. Garza complained that Mr. Jacobs made comments about "gay sex," "anal sex," "having rough sex," "liking big cocks," "being sore from sex the night before" or "his young lover's penis." The evidence, however, did not support Ofc. Garza's account.

1. Sexually Explicit Comments

First, this finding was supported by the multiple witness accounts that consistently corroborated that Mr. Jacobs did not make sexual comments. Notably, Ofc. Garza indicated that others were present and that multiple City employees knew how Mr. Jacobs acted inappropriately. Substantial evidence, however, contracted this. Indeed, almost every witness stated that he or she did not hear Mr. Jacobs make comments of the kind Ofc. Garza identified in his complaint.

For example, Mayor Garcetti, stated that he never heard Mr. Jacobs make sexually explicit comments. As well, the other seven security detail members and the three

former executive officers—i.e., Ms. Ciardullo, Ms. Garakian and Ms. Narewatt—said the same. These witnesses spent nearly all their time with Mayor Garcetti and, by extension, with Ofc. Garza when he worked. Thus, that they never heard the sexual comments about which Ofc. Garza complained reflected the implausibility of Ofc. Garza's complaint. This evidence consistently negated that Mr. Jacobs had a practice of making sexual comments as Ofc. Garza complained.

Similarly, the evidence contradicted Ofc. Garza's complaint that, in relation to Mayor Garcetti's fundraising efforts, Mr. Jacobs made comments like, "You guys ready to fuck without KY because we're going to fuck some people over tonight." Ofc. Garza stated that he heard this comment approximately fifteen times. Not one witness, however, corroborated hearing Mr. Jacobs make a similar comment. For example, Mayor Garcetti, who Ofc. Garza identified as present when Mr. Jacobs made the comment, stated that he never heard Mr. Jacobs make a comment like that. Mayor Garcetti also stated that Mr. Jacobs did not view fundraising in that way and that he would remember if Mr. Jacobs made a cynical comment like that. The executive officers further corroborated this. For example, Ms. Narewatt stated that she never heard Mr. Jacobs make a comment like that and that the comment did not sound like something Mr. Jacobs would say. Additionally, Ms. Narewatt stated that Mr. Jacobs was rarely in Mayor Garcetti's car on the way to fundraisers because he was already at the event.

2. Apologizing for Mr. Jacobs' Conduct

As well, this finding was supported by the evidence contradicting Ofc. Garza's statement that executive officers apologized for Mr. Jacobs' inappropriate sexual comments and called him "a pig." Specifically, Ofc. Garza stated that when Mr. Jacobs made sexual comments in the car, Ms. Ciardullo and Ms. Narewatt, who regularly traveled in the car with Mayor Garcetti, both apologized for Mr. Jacobs' sexual comments and called Mr. Jacobs "a pig." Ofc. Garza stated that Ms. Ciardullo apologized approximately four times and Ms. Narewatt apologized approximately eight times. However, the evidence contradicted his complaint.

First, Ms. Ciardullo's and Ms. Narewatt's accounts contradicted this. Both Ms. Ciardullo and Ms. Narewatt stated that they never apologized for Mr. Jacobs' behavior like this or referred to him as "a pig." And, witnesses corroborated their accounts. Indeed, almost every witness stated that he or she never heard anyone call Mr. Jacobs "a pig" or apologize for his behavior. As well, while Ms. Garakian stated someone possibly apologized after Mr. Jacobs made a stupid comment, it was not because Mr. Jacobs made a sexual comment. Indeed, she never heard Mr. Jacobs make a sexual comment.

This investigation considered that Mr. Small indicated that he vaguely recalled someone referring to Mr. Jacobs as "a pig," which he believed was in response to a juvenile joke Mr. Jacobs made. Notably, however, Mr. Small did not recall any details about the interaction. He had no specifics of the comment or who made it. Moreover, Mr. Small also stated that he never heard Mr. Jacobs make any sexual or overly personal

comments. Rather, Mr. Small stated that while Mr. Jacobs sometimes made jokes that pushed the boundaries of workplace appropriateness, the jokes were not unprofessional, sexual or offensive. Thus, even if someone called Mr. Jacobs "a pig," it plausibly came in response to a juvenile joke from Mr. Jacobs, and not something crude or sexual.

Indeed, two others corroborated that Mr. Jacobs sometimes made unprofessional or juvenile comments or jokes. Specifically: (1) Ms. Ciardullo stated that Mr. Jacobs made off-color comments; and (2) Ms. Repenning stated that Mr. Jacobs made provocative comments to elicit responses from others. Again, however, both of these witnesses made clear that these comments and jokes were not sexual or inappropriate, but rather juvenile or stupid. Thus, these accounts that Mr. Jacobs made off-color or unprofessional comments did not support that he made sexual comments of the type about which Ofc. Garza complained.

3. Comments about Sex

This investigation considered the evidence that Mr. Jacobs occasionally talked about his personal dating life. For example, Ms. Cabello stated that, prior to Mr. Jacobs becoming a City employee, she and Mr. Jacobs talked about what physical attributes he considered attractive or about his past personal relationships. However, Ms. Cabello explained that she had a personal relationship with Mr. Jacobs outside of their employment, which preceded City employment of both. Ms. Cabello further stated that Mr. Jacobs made the comments during private one-on-one, mutual conversations and that they were comfortable enough to have this type of conversation. Moreover, Ms. Cabello stated that she never heard Mr. Jacobs make similar comments at work or during work hours. Indeed, she stated that if she did, she would have been concerned and informed Ms. Guerrero.

As well, this investigation considered Mr. Comisar's account that Mr. Jacobs once told him, in 2017 or 2018, in the context of discussing his evening plans, "I'm going to get fucked." Mr. Comisar stated that after the workday on an out-of-town trip, Mr. Comisar asked Mr. Jacobs about his evening plans. In response, Mr. Jacobs talked about a phone application he used to meet someone that evening. That Mr. Jacobs made this comment about sex to Mr. Comisar, a colleague, provided some support that Mr. Jacobs also made a stray sexual comment to Ofc. Garza over the six years of their interactions. And, ultimately, this investigation found that this was plausibly the case. Still, this one stray remark to Mr. Comisar was not enough to outweigh the countervailing evidence negating that Mr. Jacobs regularly made the crude and explicit sexual comments that Ofc. Garza attributed to him.

This was especially so given the evidence that Mr. Comisar stated that he and Mr. Jacobs had a casual relationship and so the comment was not inappropriate between them. Thus, this evidence did not support that Mr. Jacobs regularly made crude sexual comments to City employees, such as Ofc. Garza complained. Instead, this

evidence reflected that to the extent Mr. Jacobs made comments about his sex life, it was rare, in non-work settings and in conversations with those with whom he had such a relationship.

4. Comments about Dating

Further, the evidence that Mr. Jacobs had conversations with Ms. Narewatt and Ms. Garakian about their dating lives did not support Ofc. Garza's complaint. For example, Ms. Garakian stated that she had conversations with Mr. Jacobs in which they mutually discussed their respective dating lives. As well, Ms. Narewatt stated that she and Mr. Jacobs discussed their personal lives, such as discussing their families, mental health and Mr. Jacobs' dating. Both Mr. Garakian and Ms. Narewatt, however, stated that Mr. Jacobs never made sexually explicit comments about his relationships or preferences.

Indeed, multiple witnesses corroborated that Mr. Jacobs would not make sexually explicit comments, including about his relationships. For example:

- Ms. Narewatt stated that Mr. Jacobs would never talk about his former partner, Mr. Kadlec, in such a sexually explicit way.

- Mayor Garcetti stated that he never talked about his or Mr. Jacobs' sex life with Mr. Jacobs. Mayor Garcetti said it would have been wrong and awkward for Mayor Garcetti and Mr. Jacobs to discuss that.

- Mr. Szabo stated that Mr. Jacobs likely talked about Mr. Kadlec, but the comments were complimentary and that he never heard Mr. Jacobs make sexual comments about Mr. Kadlec.

- Ms. Wakeland stated that she never heard Mr. Jacobs discuss his sex life and she never heard Mr. Jacobs sexualize his former partner, Mr. Kadlec. Rather, both Mayor Garcetti and Ms. Wakeland stated that Mr. Jacobs talked about Mr. Kadlec, and that after the relationship ended, he only briefly mentioned that he went on a date that did not go anywhere.

Thus, this evidence reflected that to the extent Mr. Jacobs made comments about his personal dating life, it was in mutual conversations with those with whom he had personal or close relationship. In turn, this further supported that Mr. Jacobs did not make the sexually inappropriate and crude comments as Ofc. Garza complained.

C. Mayor Garcetti's Conduct

This finding was also supported by the evidence, contradicting Ofc. Garza's complaint, that Mayor Garcetti was not present and did not laugh when Mr. Jacobs made sexual comments. For his part, Mayor Garcetti credibly denied hearing Mr. Jacobs make any

inappropriate comments, such as sexual innuendos or comments about sex. And, notably, all of the executive officers and the seven other security detail members corroborated Mayor Garcetti's account. None heard Mr. Jacobs make the inappropriate sexual comments Ofc. Garza identified.

Additionally, as discussed in Issue One, above, the evidence supported that Mayor Garcetti did not fail to prevent Mr. Jacobs from engaging in inappropriate conduct, such as inappropriate touching or comments as Ofc. Garza complained. Mayor Garcetti credibly denied that he failed to prevent Mr. Jacobs from engaging in inappropriate conduct and the evidence supported his account.

Further, the evidence negated that Ofc. Garza was often alone with Mayor Garcetti and Mr. Jacobs when Mr. Jacobs made inappropriate sexual comments. Rather, Mayor Garcetti credibly denied that he was often alone with Ofc. Garza and Mr. Jacobs. Mayor Garcetti plausibly explained that an executive officer always accompanied him. And, multiple witnesses corroborated this. For example, each of the executive officers and Ms. Wakeland stated that an executive officer or fill-in body person always accompanied Mayor Garcetti throughout the entire day. Given that an executive officer always accompanied Mayor Garcetti, it was implausible that Ofc. Garza was often alone with only Mayor Garcetti and Mr. Jacobs, as he complained.

Lastly, as further discussed in Issue One, above, the respective credibility of the witnesses' accounts—and relative lack of credibility of Ofc. Garza's complaint—further supported this finding.

For these reasons, this investigation found that Mr. Jacobs did not make inappropriate comments toward Ofc. Garza.

VIII. ISSUE THREE: DID MR. JACOBS ACT INAPPROPRIATELY TOWARD OFC. GARZA DURING OUT-OF-TOWN TRIPS?

A. 2016 Phoenix, Arizona Trip

This investigation found, based on a preponderance of the evidence, that Mr. Jacobs did not act inappropriately toward Ofc. Garza during a 2016 Phoenix trip. Ofc. Garza complained that, during the 2016 trip to Phoenix, Mr. Jacobs acted inappropriately toward Ofc. Garza. Specifically, Ofc. Garza complained that when he went to the hotel bar to order food at around 12 a.m. on the first night of the trip, Mr. Jacobs gestured for Ofc. Garza to sit on his lap. However, the evidence did not support Ofc. Garza's complaint.

First, as discussed in Issues One and Two, above, this finding was supported by the evidence contradicting Ofc. Garza's complaint that Mr. Jacobs engaged in inappropriate conduct toward Ofc. Garza. Indeed, multiple witnesses corroborated that Mr. Jacobs did not engage in inappropriate hugging or touching and did not make the inappropriate

sexual and suggestive comments as Ofc. Garza complained. In turn, this evidence negated that Mr. Jacobs gestured for Ofc. Garza to sit on his lap during the 2016 Phoenix trip.

As well, this finding was supported by Ofc. O'Sullivan's account, which contradicted Ofc. Garza's account. Ofc. O'Sullivan, who was Ofc. Garza's security detail partner for the Phoenix trip, stated that he was with Ofc. Garza and they went together that evening to order food from the hotel bar at around 9 p.m. Ofc. O'Sullivan further stated that, while in the bar, he invited Mr. Jacobs to join him and Ofc. Garza, but Mr. Jacobs waved them off because Mr. Jacobs was working. Ofc. O'Sullivan further stated that he and Ofc. Garza then ate together at the bar and returned together to their shared hotel room. Ofc. O'Sullivan stated that Ofc. Garza did not leave the hotel room again that night and that he would have known if Ofc. Garza did so. This evidence contradicted Ofc. Garza's complaint. And, that Ofc. O'Sullivan did not see Mr. Jacobs make the gesture Ofc. Garza attributed to Mr. Jacobs negated Ofc. Garza's complaint.

This finding was also supported by a review of Ofc. O'Sullivan's credibility. This investigation found his account credible. Ofc. O'Sullivan was cooperative and did not appear to be withholding information. Notably, as well, Ofc. O'Sullivan was no longer a City employee and, thus, not subject to negative consequences in his employment regardless of his account. It was, however, the case that Ofc. O'Sullivan did not like Ofc. Garza. He acknowledged as much. On the one hand, this provided a potential motive for Ofc. O'Sullivan to provide a false account against Ofc. Garza. On the other hand, however, that Ofc. O'Sullivan acknowledged not liking Ofc. Garza also further reflected that he was forthcoming. Moreover, this investigation did not receive any evidence, other than Ofc. Garza's complaint, that Ofc. O'Sullivan provided false information. To the contrary, as discussed throughout this Report, multiple witnesses consistently corroborated the information that Ofc. O'Sullivan provided about Mr. Jacobs, which further supported the credibility of his account.

In contrast, as discussed in Issue One, above, this finding was also supported by the evidence that Ofc. Garza's account generally lacked credibility. Indeed, that Ofc. Garza did not identify that Ofc. O'Sullivan was with him when he went to the bar area further reflected that, whether intentionally or not, Ofc. Garza exaggerated or mischaracterized events, which weighed against the overall credibility of his complaint.

For these reasons, this investigation found that Mr. Jacobs did not act inappropriately toward Ofc. Garza during a 2016 Phoenix trip.

B. 2018 New Hampshire Trip

This investigation found, based on a preponderance of the evidence, that Mr. Jacobs did not act inappropriately toward Ofc. Garza during a 2018 New Hampshire trip. Ofc. Garza complained that, during the 2018 trip to New Hampshire, Mr. Jacobs massaged his shoulders during the drive from the airport to the hotel and made inappropriate

comments toward him, such as, "I love my LAPD officers, so strong." However, the evidence did not support Ofc. Garza's complaint.

1. Massaging

First, this finding was supported by the evidence discussed in Issue One, above, that Mr. Jacobs did not massage Ofc. Garza's arms or shoulders. Indeed, Ofc. Williams, Ofc. Garza's security detail partner for the New Hampshire trip, stated that he never saw Mr. Jacobs massage anyone, including Ofc. Garza. As well, Mayor Garcetti and all the executive officers and other security detail members stated that they never saw Mr. Jacobs massage Ofc. Garza, in the car or otherwise.

Additionally, this finding was supported by the evidence negating that Mr. Jacobs massaged Ofc. Garza's shoulders during the drive to the hotel. Indeed, the other witnesses in the car during this trip—Mayor Garcetti, Ms. Narewatt and Ofc. Williams—all stated that they did not see Mr. Jacobs massage Ofc. Garza's shoulders during the drive.

There was no dispute that others were present in the car during this drive. Ofc. Garza stated that Mayor Garcetti and likely the other security detail member rode in the car with him and Mr. Jacobs because they did not have another car for the trip. Indeed, by all accounts, Mayor Garcetti and his group generally traveled together in one car during out-of-town trips.

Further, Mayor Garcetti stated that he would remember if Mr. Jacobs reached forward to massage Ofc. Garza's shoulders because it would be weird and inappropriate conduct that Mayor Garcetti would address. Thus, that none of the other individuals present in the car on this trip saw Mr. Jacobs massage Ofc. Garza's shoulders supported the finding that it did not happen.

Moreover, the evidence supported it was implausible for Mr. Jacobs to massage Ofc. Garza's shoulders during the drive. Ms. Narewatt stated that Mr. Jacobs sat behind the passenger seat rather than the driver's seat during the trip, so he could not massage Ofc. Garza's shoulders during the drive. Similarly, Mayor Garcetti stated that he did not recall that trip, specifically, but Mr. Jacobs typically sat in the third row of the car and so could not reach Ofc. Garza to massage his shoulders from his seat. Although the evidence conflicted as to where Mr. Jacobs sat during this drive to the hotel, both Mayor Garcetti's and Ms. Narewatt's accounts reflected that Mr. Jacobs likely sat where he could not reach Ofc. Garza's shoulders. This, in turn, further supported that Mr. Jacobs did not massage Ofc. Garza's shoulders.

Ms. Narewatt's account of the occupants' activity while in the car further negated Ofc. Garza's complaint. More specifically, Ms. Narewatt stated that Mayor Garcetti, Mr. Jacobs and she were busy working on Mayor Garcetti's commencement speech during the drive to the hotel. This was a plausible explanation and witnesses

corroborated this. Mayor Garcetti stated that his car was a workspace and that he generally either worked in the car or napped. Similarly, Ms. Wakeland stated that Mayor Garcetti's car was a moving office and that he generally worked when in the car. The evidence that Mayor Garcetti and his staff focused on work activities while in the car further supported that Mr. Jacobs did not massage Ofc. Garza in the car.

2. Comments in the Car

Additionally, as discussed in Issue Two, above, this finding was supported by the evidence negating that Mr. Jacobs made inappropriate comments of the kind Ofc. Garza attributed to him. Additionally, Ofc. Williams, who was present in the car at the time, stated that he did not hear Mr. Jacobs make comments such as, "You are so strong" or "I love my LAPD officers," during the drive to the hotel as Ofc. Garza complained. Similarly, Ms. Narewatt stated that she never heard Mr. Jacobs make such comments.

And, as discussed in Issues One and Two, above, the evidence supported that Mayor Garcetti did not tolerate inappropriate conduct. This reflected that, to the extent that Mr. Jacobs commented about "loving the LAPD" in the car, it was not inappropriate or suggestive. Rather, as discussed in Issue Two, above, the evidence supported that Mr. Jacobs' comments about "loving the LAPD" were his way of publicly showing his appreciation toward the security detail members.

3. Comments at the Hotel

Similarly, the evidence negated Ofc. Garza's complaint that Mr. Jacobs told Ofc. Garza a couple times that Ofc. Garza could visit him in his hotel room on this trip. Ofc. Garza stated that his security detail partner, Ofc. Williams, and Mayor Garcetti were nearby at the time, although he acknowledged that he did not know whether they heard the comments. Indeed, Ofc. Garza did not specifically recall who his partner was on this trip. Mayor Garcetti and Ofc. Williams, however, stated that they did not hear Mr. Jacobs make a comment like that. While not dispositive, that these two witnesses who Ofc. Garza identified as present did not hear Mr. Jacobs make the comment further negated Ofc. Garza's complaint.

This investigation considered that Mr. Jacobs might have made the comment with nobody else present or when others could not hear. For example, Ofc. Williams stated that he was possibly not in the lobby at the time because he took his and Ofc. Garza's luggage to their hotel room while Ofc. Garza remained with Mayor Garcetti. Similarly, Mayor Garcetti stated that he possibly was not in the lobby at the time because someone usually checked him in to his hotel room ahead of time and then a security detail member accompanied him to his room. However, as discussed above, Ofc. Garza stated that his partner and Mayor Garcetti were nearby at the time. In turn, that they did not hear Mr. Jacobs make such a comment further supported this finding.

4. Credibility

This investigation considered the credibility of the relevant witnesses on this trip, which further supported the finding. First, as discussed in Issue One, above, this finding was supported by the evidence that Mayor Garcetti provided a credible account.

As well, this investigation found Ms. Narewatt's and Ofc. Williams' accounts credible. With respect to Ms. Narewatt, this investigation did not receive any evidence that Ms. Narewatt was not forthcoming in her interview or had a potential motive to provide a false account. To the contrary, Ms. Narewatt was cooperative and appeared forthcoming. She also provided many details and information that reflected she recalled the various events as they occurred.

Similarly, this investigation did not receive any evidence that Ofc. Williams was not forthcoming in his interview or that he had a potential motive to provide a false account. To the contrary, Ofc. Williams was cooperative and appeared forthcoming. Moreover, Ofc. Williams retired from the City in early 2019. This further supported the credibility of his account because it meant that he was not subject to any negative consequences in his employment based on his participation in this investigation.

In contrast, as discussed in Issue One, above, the evidence reflected that Ofc. Garza's account generally lacked credibility. As well, here, Ofc. Garza provided only vague information of the New Hampshire trip interactions about which he complained. Among other things, for example, he only identified his partner, who he did not recall, Mayor Garcetti and Mr. Jacobs as present. He did not identify that Ms. Narewatt or an executive officer was also on the trip and in the car during the relevant times. This further weighed against the overall credibility of his complaint.

For these reasons, this investigation found that Mr. Jacobs did not behave inappropriately toward Ofc. Garza during a 2018 New Hampshire trip as Ofc. Garza complained.

C. 2018 Mississippi Trip

This investigation found, based on a preponderance of the evidence, that Mr. Jacobs did not act inappropriately toward Ofc. Garza during a 2018 Mississippi trip. Ofc. Garza complained that during the 2018 Mississippi trip, Mr. Jacobs made several inappropriate comments, such as comments about "gay sex" and "liking big cocks" and asked Ofc. Garza whether he wore large condoms. Ofc. Garza further complained that Mr. Jacobs massaged Ofc. Garza's shoulders and arms during the trip. The evidence, however, did not support Ofc. Garza's complaint.

First, as discussed in Issue One, above, this finding was supported by the evidence that Mr. Jacobs did not massage Ofc. Garza's arms or shoulders. Indeed, Ofc. Ramirez, Ofc. Garza's security detail partner during the Mississippi trip, stated that he did not see

Mr. Jacobs massage Ofc. Garza during the trip. As well, Mayor Garcetti and all the executive officers and other security detail members also stated that they never saw Mr. Jacobs massage Ofc. Garza, in the car or otherwise.

Additionally, as discussed in Issue Two, above, the evidence supported that, contrary to Ofc. Garza's complaint, Mr. Jacobs did not make inappropriate sexual comments of the kind Ofc. Garza attributed to him, such as comments about "gay sex" or "liking big cocks." For example, Ofc. Ramirez stated that he never heard Mr. Jacobs make inappropriate or vulgar comments like that. Similarly, as discussed in Issue Two, above, Mayor Garcetti never heard Mr. Jacobs make inappropriate comments of the kind Ofc. Garza identified in his complaint. Indeed, the evidence reflected that though Mr. Jacobs occasionally made a stray sexual remark, he only did so in social settings and in mutual conversations with friends who did not find it inappropriate. Mr. Jacobs did not, however, make the type of frequent and crude sexual remarks that Ofc. Garza attributed to him in a work setting and he did not do so in front of Mayor Garcetti.

For the same reasons, the evidence negated that Mr. Jacobs asked Ofc. Garza whether he wore large size Magnum brand condoms. Mayor Garcetti and Ofc. Ramirez both stated that they did not hear Mr. Jacobs make such a comment. And, although Mr. Jacobs could have made the comment when no one else was around, the balance of the evidence, discussed throughout this Report, negated that he did so. Rather, the evidence reflected that Mr. Jacobs did not make the sexual and crude comments to Ofc. Garza that he identified in his complaint.

Lastly, as discussed in Issue One, above, this finding was supported by the evidence that Ofc. Garza's account generally lacked credibility. Additionally, this investigation considered the credibility of Ofc. Ramirez' account and found it credible. This investigation received no evidence indicating that Ofc. Ramirez was not forthcoming or had a potential motive to provide a false account. To the contrary, Ofc. Ramirez was cooperative and did not appear to withhold any information. Further, multiple witnesses provided accounts that consistently corroborated Ofc. Ramirez' account.

For these reasons, this investigation found that Mr. Jacobs did not act inappropriately toward Ofc. Garza during a 2018 Mississippi trip as Ofc. Garza complained.

D. 2019 Palo Alto, California Trip

This investigation found, based on a preponderance of the evidence, that Mr. Jacobs did not act inappropriately toward Ofc. Garza during a 2019 Palo Alto trip. Ofc. Garza complained that, during the 2019 trip to Palo Alto, Mr. Jacobs licked his straw in a suggestive manner while making eye contact with Ofc. Garza. However, the evidence did not support Ofc. Garza's complaint.

First, this finding was supported by the evidence contradicting Ofc. Garza's complaint as to where the conduct occurred. Ofc. Garza complained that during a meet and greet

event in the hotel lobby, Mr. Jacobs, who was intoxicated, made eye contact with Ofc. Garza and licked the straw in his beverage up and down in a suggestive manner. However, Mayor Garcetti stated that he did not attend a meet and greet event at the hotel during the Palo Alto trip. Rather, Mayor Garcetti stated that he had dinner at private residences on both evenings of the trip. That Mayor Garcetti did not attend a meet and greet event during this trip contradicted Ofc. Garza's complaint.

This investigation considered that the interaction about which Ofc. Garza complained, possibly occurred when Mayor Garcetti, upon arrival, was in or around the hotel bar for a short period while waiting to check in to his hotel room. However, the other witnesses present on the trip did not corroborate Ofc. Garza's account. For example, Mayor Garcetti stated that he did not see Mr. Jacobs lick his straw suggestively during that time. If he did, he would have confronted Mr. Jacobs about the behavior. And, Ofc. Strogatz stated that he was with Ofc. Garza for most of the trip, except for the ten to fifteen minutes when he used the restroom, and that he also did not see Mr. Jacobs engage in inappropriate conduct during the trip. Given the short period of time this interaction could have occurred when Mayor Garcetti was waiting to check in to his hotel room, it was implausible that Mr. Jacobs became intoxicated and made a sexually suggestive gesture toward Ofc. Garza. This was especially so given the evidence negating that Mr. Jacobs engaged in inappropriate conduct, as discussed throughout this Report.

Lastly, as discussed in Issue One, above, this finding was supported by the evidence that Ofc. Garza's account generally lacked credibility and Mayor Garcetti provided a credible account. Additionally, this investigation considered the credibility of Ofc. Strogatz' account and found it credible. This investigation did not receive any evidence that Ofc. Strogatz was anything but truthful. For example, he had no apparent motive to provide a false account. Further, Ofc. Strogatz was cooperative and forthcoming.

For these reasons, this investigation found that Mr. Jacobs did not behave inappropriately toward Ofc. Garza during a 2019 Palo Alto trip as Ofc. Garza complained.

IX. CONCLUSION

This Report concludes the investigation.

Respectfully Submitted,

Leslie D. Ellis
Ellis & Makus LLP

Attachments

Attachment A

COPY

STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency
GAVIN NEWSOM, GOVERNOR

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING
KEVIN KISH, DIRECTOR
2218 Kausen Drive, Suite 100 I Elk Grove I CA I 95758
(800) 884-1684 (Voice) I (800) 700-2320 (TTY) | California's Relay Service at 711
http://www.dfeh.ca.gov I Email: contact.center@dfeh.ca.gov

June 23, 2020

RECEIVED
JUL 21 2020
EMPLOYMENT LITIGATION DIVISION

Diana Wells
9100 Wilshire Blvd., Suite 345E
Beverly Hills, California 90212`

RE: **Notice to Complainant's Attorney**
DFEH Matter Number: 202006-10498824
Right to Sue: Garza / City of Los Angeles et al.

Dear Diana Wells:

Attached is a copy of your complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also attached is a copy of your Notice of Case Closure and Right to Sue.

Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer. You must serve the complaint separately, to all named respondents. Please refer to the attached Notice of Case Closure and Right to Sue for information regarding filing a private lawsuit in the State of California. A courtesy "Notice of Filing of Discrimination Complaint" is attached for your convenience.

Be advised that the DFEH does not review or edit the complaint form to ensure that it meets procedural or statutory requirements.

Sincerely,

Department of Fair Employment and Housing

REFERRED TO CITY ATTORNEY
FOR DISPOSITION
JUL 20 2020
9:00a

RECEIVED
CITY CLERK'S OFFICE
2020 JUL 17 PM 12:09
CITY CLERK
BY OS
DEPUTY

STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency GAVIN NEWSOM, GOVERNOR

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING KEVIN KISH, DIRECTOR

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758
(800) 884-1684 (Voice) | (800) 700-2320 (TTY) | California's Relay Service at 711
http://www.dfeh.ca.gov | Email: contact.center@dfeh.ca.gov

June 23, 2020

RE: **Notice of Filing of Discrimination Complaint**
DFEH Matter Number: 202006-10498824
Right to Sue: Garza / City of Los Angeles et al.

To All Respondent(s):

Enclosed is a copy of a complaint of discrimination that has been filed with the Department of Fair Employment and Housing (DFEH) in accordance with Government Code section 12960. This constitutes service of the complaint pursuant to Government Code section 12962. The complainant has requested an authorization to file a lawsuit. This case is not being investigated by DFEH and is being closed immediately. A copy of the Notice of Case Closure and Right to Sue is enclosed for your records.

Please refer to the attached complaint for a list of all respondent(s) and their contact information.

No response to DFEH is requested or required.

Sincerely,

Department of Fair Employment and Housing

STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency — GAVIN NEWSOM, GOVERNOR

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING — KEVIN KISH, DIRECTOR

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758
(800) 884-1684 (Voice) | (800) 700-2320 (TTY) | California's Relay Service at 711
http://www.dfeh.ca.gov | Email: contact.center@dfeh.ca.gov

June 23, 2020

Matthew Garza
9100 Wilshire Blvd., Suite 345E
Beverly Hills, California 90212

RE: **Notice of Case Closure and Right to Sue**
DFEH Matter Number: 202006-10498824
Right to Sue: Garza / City of Los Angeles et al.

Dear Matthew Garza,

This letter informs you that the above-referenced complaint was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective June 23, 2020 because an immediate Right to Sue notice was requested. DFEH will take no further action on the complaint.

This letter is also your Right to Sue notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

To obtain a federal Right to Sue notice, you must contact the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of this DFEH Notice of Case Closure or within 300 days of the alleged discriminatory act, whichever is earlier.

Sincerely,

Department of Fair Employment and Housing

COMPLAINT OF EMPLOYMENT DISCRIMINATION
BEFORE THE STATE OF CALIFORNIA
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
Under the California Fair Employment and Housing Act
(Gov. Code, § 12900 et seq.)

In the Matter of the Complaint of
Matthew Garza

DFEH No. 202006-10498824

Complainant,

vs.

City of Los Angeles
200 N. Spring St, Room 395
Los Angeles, California 90012

Richard Jacobs
7119 W. Sunset Blvd, No 195
Los Angeles, California 90046

Respondents

---

1. Respondent **City of Los Angeles** is an **employer** subject to suit under the California Fair Employment and Housing Act (FEHA) (Gov. Code, § 12900 et seq.).

2. Complainant **Matthew Garza**, resides in the City of **Beverly Hills** State of **California.**

3. Complainant alleges that on or about **June 18, 2020**, respondent took the following adverse actions:

Complainant was harassed because of complainant's sex/gender, sexual harassment- hostile environment.

Additional Complaint Details: Complainant is a sworn peace officer employed by the City of Los Angeles Police Department. Beginning in or around 2013, Complainant was assigned to the Mayor's Detail. As part of the Mayor's Detail, Complainant would drive Mayor Eric Garcetti around and/or work as an advance officer based on Mayor Garcetti's daily agenda. On a regular basis, Complainant's assignment on the Mayor's Detail required him to interact with Richard D. Jacobs (aka Rick Jacobs), who has been a senior political advisor to Garcetti from the time of his mayoral campaign to the present, and who served as Garcetti's Deputy Mayor

Date Filed: June 23, 2020

CONFIDENTIAL -
PROTECTIVE ORDER

from 2014 to in or around 2017. Jacobs, who is gay, subjected Complainant to unwanted touching and comments on a regular basis. Almost every time Jacobs interacted with Complainant, Jacobs would use a handshake to pull Complainant into a tight hug while simultaneously stating words to the effect of, "You look so strong," "You look so good," "Your muscles are so tight," or "I love my LAPD officers." On out-of-town work trips, Jacobs invited Complainant to his hotel room, motioned for Complainant to sit on Jacobs' lap, and asked Complainant whether he wears large Magnum condoms. Jacobs frequently made inappropriate comments to Complainant or in his presence, such as saying that he likes rough sex, big cocks, and younger men. Jacobs discussed his young lover, his lover's penis, and the sex they had. Jacobs openly and freely made such comments when Mayor Garcetti was present, and has massaged Complainant's shoulders in Garcetti's presence. In fact, Garcetti has discussed with his wife that Jacobs' behavior would one day be held to account. Although Mayor Garcetti and other City employees knew or should have known about Jacobs' harassing conduct, the City failed to take immediate and appropriate corrective action to stop the harassment. As a result, Complainant was forced to leave the Mayor's Detail, causing him to lose 5 percent of his base pay and approximately $20,000 in overtime annually. Complainant seeks loss of income, emotional distress, and attorney's fees and costs.

Date Filed: June 23, 2020

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GARZA 002819

VERIFICATION

I, **Matthew Garza**, am the **Complainant** in the above-entitled complaint. I have read the foregoing complaint and know the contents thereof. The same is true of my own knowledge, except as to those matters which are therein alleged on information and belief, and as to those matters, I believe it to be true.

On June 23, 2020, I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Beverly Hills, CA

Date Filed: June 23, 2020

CONFIDENTIAL -
PROTECTIVE ORDER

GARZA 002820

PROOF OF SERVICE

STATE OF CALIFORNIA)
)
COUNTY OF LOS ANGELES)

I am employed in the County of Los Angeles, State of California. I am over the age of 18 years of age, and am not a party to the within action; my business address is 9100 Wilshire Boulevard, Suite 345E, Beverly Hills, California 90212.

On the date hereinbelow specified, I served the foregoing document, described as set forth below on the interested parties in this action by placing the original and true copies thereof enclosed in sealed envelopes, at Santa Clarita, addressed as follows:

DATE OF SERVICE : July 10, 2020

DOCUMENT SERVED : **VERIFIED COMPLAINT OF EMPLOYMENT DISCRIMINATION UNDER THE PROVISIONS OF THE CALIFORNIA FAIR EMPLOYMENT & HOUSING ACT, NOTICE TO COMPLAINANT'S ATTORNEY, NOTICE OF FILING OF DISCRIMINATION COMPLAINT, NOTICE OF CASE CLOSURE & RIGHT TO SUE FILED ON 06/23/20 - [RE MATTHEW GARZA]**

PARTIES SERVED : City Clerk's Office
City of Los Angeles
200 North Spring Street, Room 395
Los Angeles, California 90012

XXX (BY CERTIFIED MAIL-RETURN RECEIPT REQUESTED) I caused such envelope(s) with postage thereon fully prepaid to be placed in the United States mail at Santa Clarita, California. I am "readily familiar" with firm's practice of collection and processing correspondence for mailing. It is deposited with U.S. postal service on that same day in the ordinary course of business. I am aware that on motion of party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

XXX (STATE) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

_ (FEDERAL) I declare that I am employed in the office of a member of the bar of this court at whose direction the service was made.

EXECUTED at Santa Clarita, California on July 10, 2020.

Selma Francia
Selma Francia

CONFIDENTIAL - PROTECTIVE ORDER

CERTIFIED MAIL®

LAW OFFICES OF GREGORY W. SMITH
9100 WILSHIRE BOULEVARD, SUITE 345E
BEVERLY HILLS, CALIFORNIA 90212

7020 0090 0001 5928 3107

1000

90012

U.S. POSTAGE PAID
FCM LETTER
CANYON COUNTRY, CA
91387
JUL 10, 20
AMOUNT
$7.10
R2304H109441-18

RETURN RECEIPT REQUESTED

City Clerk's Office
City of Los Angeles
200 North Spring Street, Room 395
Los Angeles, California 90012

90012$3239 C042

Attachment B

LAW OFFICES OF
GREGORY W. SMITH
9107 WILSHIRE BOULEVARD, SUITE 450
BEVERLY HILLS, CALIFORNIA 90210
TELEPHONE (310) 777-7894
FACSIMILE (310) 777-7895

October 21, 2020

VIA ELECTRONIC MAIL ONLY
Douglas Lyon, Deputy City Attorney
Jenna Galas, Deputy City Attorney
Office of the City Attorney
200 North Main Street
7th Floor City Hall East
Los Angeles, California 90012

Re: Matthew Garza v. City of Los Angeles, et al.
Los Angeles County Superior Court Case No. 20STCV26305

Dear Counsel:

I am writing to meet and confer on Plaintiff's proposed first amended complaint. Plaintiff intends to amend the Complaint in this matter to add a cause of action for failure to take all reasonable steps necessary to prevent sexual harassment.

Attached is a tracked changes version of Plaintiff's proposed first amended complaint. Please let me know by close of business next Wednesday, October 28, 2020, whether Defendant will stipulate to Plaintiff's filing of the proposed FAC without the need for a motion for leave to amend.

If you have any questions or would like to discuss this matter, please feel free to contact me.

Very truly yours,

/s/

Diana Wang Wells

Enclosure

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GREGORY W. SMITH (SBN 134385)
DIANA WANG WELLS (SBN 284215)
LEILA K. AL FAIZ (SBN 284309)
LAW OFFICES OF GREGORY W. SMITH
9107 Wilshire Boulevard, Suite 450
Beverly Hills, California 90210
Telephone: (310) 777-7894
Telecopier: (310) 777-7895

Attorneys for Plaintiff
MATTHEW GARZA

UNLIMITED JURISDICTION

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

MATTHEW GARZA, Plaintiff, vs. CITY OF LOS ANGELES, a municipal entity; and DOES 1 through 100, inclusive, Defendants.	**CASE NO. 20STCV26305** **[Assigned to the Hon. Ruth Ann Kwan, Judge, Dept. "72"]** **[PROPOSED] FIRST AMENDED COMPLAINT FOR DAMAGES:** **1. SEX/GENDER HARASSMENT – HOSTILE WORK ENVIRONMENT IN VIOLATION OF THE FEHA** **2. FAILURE TO TAKE ALL REASONABLE STEPS NECESSARY TO PREVENT SEXUAL HARASSMENT** **DEMAND FOR JURY TRIAL**

GENERAL ALLEGATIONS

1. At all times relevant hereto, MATTHEW GARZA ("Plaintiff") was and is a resident of the County of Los Angeles, State of California, and was and is a competent adult.

2. At all times relevant hereto, Plaintiff was a sworn peace officer employed by the Los Angeles Police Department.

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3. Plaintiff is informed and believes and thereupon alleges that Defendants DOES 1 through 100, inclusive, and each of them, were, all times relevant hereto, residents of the County of Los Angeles, State of California, and were agents, partners, and/or joint venturers of Defendants and/or each other, acting as supervisors, managers, administrators, owners, and/or directors or in some other unknown capacity.

4. The true names and capacities of Defendants DOES 1 through 100, and each of them, whether individual, corporate, associate or otherwise, are unknown to Plaintiff at this time, who therefore sues said Defendants by such fictitious names. Plaintiff will file DOE amendments, and/or ask leave of court to amend this complaint to assert the true names and capacities of these Defendants when they have been ascertained. Plaintiff is informed and believes, and upon such information and belief alleges, that each Defendant herein designated as a DOE was and is in some manner, negligently, wrongfully, or otherwise, responsible and liable to Plaintiff for the injuries and damages hereinafter alleged, and that Plaintiff's damages as herein alleged were proximately caused by their conduct.

5. Plaintiff is informed and believes, and thereupon alleges, that at all times material herein the Defendants, and each of them, were the agents, servants, and employees, or ostensible agents, servants, or employees of each other Defendant, and as such, were acting within the course and scope of said agency and employment or ostensible agency and employment, except on those occasions when Defendants were acting as principals, in which case, said Defendants, and each of them, were negligent in the selection, hiring, and use of the other Defendants.

6. Plaintiff is further informed and believes, and thereupon alleges, that at all times relevant hereto, Defendants, and each of them, acted in concert and in furtherance of the interests of each other Defendant.

7. This court is the proper court because injury or damage to Plaintiff occurred in its jurisdictional area.

8. Plaintiff has complied with and/or exhausted any applicable claims statutes

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and/or administrative and/or internal remedies and/or grievance procedures, or is excused from complying therewith.

9. Plaintiff duly filed an administrative complaint with the California Department of Fair Employment and Housing on June 23, 2020. The complaint substantially alleged the acts and conduct of Defendants as described herein. The Department issued a "right-to-sue" notice on or about June 23, 2020 and issued a second "right-to-sue" notice on or about October 20, 2020, ~~a~~ true and correct copies~~y~~ of which are~~is~~ attached hereto as Exhibit "1."

FACTUAL ALLEGATIONS

10. Plaintiff has been employed as a sworn peace officer in the Los Angeles Police Department (the "Department" or "LAPD") since in or around 1997. He attained the rank of Police Officer III in or around 2003.

11. In or around October 2013, Plaintiff began working in the Mayor's Detail, LAPD's police protection unit for the Mayor of Los Angeles. The Mayor was Eric Garcetti, who had assumed office on or about July 1, 2013.

12. Plaintiff obtained the rank of Police Officer III + 1 in the Mayor's Detail in or around April 2014.

13. The officers in the Mayor's Detail accompany the Mayor at all times, which included driving him to and from his various engagements, and traveling with him on out-of-town trips.

14. Richard D. Jacobs, a.k.a. Rick Jacobs, is a longtime political advisor to Mayor Garcetti, and helped Garcetti get elected to the office of Mayor in 2013. In 2014, Mayor Garcetti appointed Rick Jacobs to the position of Deputy Mayor.

15. From in or around 2014 to in or around October 2019, Plaintiff, was subjected to unwanted sexual harassment by Jacobs, who is openly gay.

16. The City of Los Angeles, through Mayor Eric Garcetti, senior aides to the Mayor, and other employees in the City of Los Angeles, were aware in as early as 2014 of

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Rick Jacobs' harassing conduct toward men and/or complaints against Jacobs for harassing conduct.

~~15.~~17. Despite this knowledge, the City of Los Angeles failed to take the necessary steps to prevent Jacobs from further harassing other men, including but not limited to Plaintiff.

~~16.~~18. ~~During that time period~~ From in or around 2014 to in or around October 2019, (except for mid-2016 to 2017, when Jacobs went on a leave of absence for unknown reasons), Plaintiff's job duties in the Mayor's Detail required him to interact with Jacobs frequently.

~~17.~~19. From 2014 to October 2019, Jacobs frequently would extend his hand to Plaintiff for a purported handshake. When Plaintiff shook Jacobs' hand, however, Jacobs would use the handshake to pull Plaintiff towards him and give Plaintiff a long, tight hug, while simultaneously stating to Plaintiff words to the effect of, "You're so strong and handsome"; "Your muscles are so tight"; "I love me my strong LAPD officers"; or some other inappropriate comment. These long, tight hugs accompanied by Jacobs' inappropriate comments made Plaintiff extremely uncomfortable.

~~18.~~20. Mayor Garcetti was present on approximately half of the occasions when Jacobs behaved in this way, and witnessed Jacobs' conduct, but he took no action to correct Jacobs' obviously harassing behavior.

~~19.~~21. Additionally, Jacobs regularly made inappropriate comments to and in front of Plaintiff on other occasions. Jacobs repeatedly talked about his young gay lover, his lover's penis, having "rough sex" with his gay partners, liking "big cocks", and being attracted to younger men. Jacobs also directed statements to Plaintiff, including but not limited to, "You look so good"; "You're so strong"; "My name is Rick Jacobs, but you can call me Dick"; and "I love me my LAPD officers". On multiple occasions, Jacobs stated in Plaintiff's presence, "You guys ready to fuck without KY?"

~~20.~~22. Mayor Garcetti was present on many, if not most of the occasions when Jacobs made sexually inappropriate comments, but the Mayor took no action to stop the

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comments from being made or even identify the comments as being inappropriate. On some occasions, the Mayor would laugh at Jacobs' crude comments.

~~21.~~23. Jacobs was particularly liberal with his comments and advances toward Plaintiff when Plaintiff would accompany Mayor Garcetti on out-of-town trips where Jacobs was also present.

~~22.~~24. On or about March 18, 2016, Mayor Garcetti, Jacobs, Plaintiff, and several others traveled to Phoenix, Arizona so the Mayor could attend a fundraising event. The trip involved an overnight stay in Phoenix.

~~23.~~25. On the evening of the group's stay in Phoenix, Plaintiff entered the bar area of the hotel to order some food. Deputy Mayor Jacobs, who was sitting alone at a table with his laptop on his lap, saw Plaintiff and motioned for him to come over. Plaintiff began to walk towards Jacobs, but Jacobs then moved his laptop onto the table and stated words to the effect of, "Come here and sit with me" while gesturing for Plaintiff to sit on his lap. Plaintiff was deeply offended by this gesture and immediately turned around and walked away.

~~24.~~26. In or around mid-2016, Jacobs went on a leave of absence for unknown reasons. However, by 2017, Plaintiff was forced to interact regularly with Jacobs again because of his involvement in Mayor Garcetti's bid for the United States presidency.

~~25.~~27. As such, from in or around 2017 until October 2019, Jacobs continued to pull Plaintiff into long, tight, uncomfortable hugs on numerous occasions, and continued to regularly make inappropriate and/or harassing comments to Plaintiff.

~~26.~~28. On or about May 12 or 13, 2018, Plaintiff accompanied Mayor Garcetti and Rick Jacobs to Manchester, New Hampshire, where Garcetti gave a commencement speech at a local college.

~~27.~~29. On approximately four to five occasions during the trip, while Plaintiff was driving the group, Rick Jacobs would reach forward from the backseat and massage Plaintiff's shoulders while stating words to the effect of, "You're so strong; I love my LAPD officers."

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PROTECTIVE ORDER

~~28.~~30. While Jacobs was making these unwanted advances toward Plaintiff, Mayor Garcetti was not only present, but was seated directly next to Jacobs. Nevertheless, the Mayor did nothing to stop Jacobs or curtail his behavior.

~~29.~~31. On the evening of May 12, 2018, as those in the group were checking into their hotel rooms, Jacobs told Plaintiff multiple times, "You can come visit me in my hotel room," or used words to that effect.

~~30.~~32. On or about October 5-6, 2018, Plaintiff accompanied Mayor Garcetti and Rick Jacobs on a trip to Mississippi. While in the car, Jacobs—while seated next to Mayor Garcetti—repeatedly made inappropriate and/or harassing comments, including comments about his young lover's penis, being tired from having "rough sex" the night before, liking "big cocks", liking rough sex, and being attracted to younger men.

~~31.~~33. Once again, Mayor Garcetti took no action to stop Jacobs from making these comments.

~~32.~~34. During the same trip, the group stopped at a gas station to purchase gas and food. Inside the gas station convenience store, Jacobs pointed to some Magnum brand condoms and asked Plaintiff if he wears Magnum large condoms.

~~33.~~35. On or about March 17 or 18, 2019, Plaintiff accompanied Mayor Garcetti, Rick Jacobs, and several others on a trip to Palo Alto, California. During a late-night meeting at the Sheraton Palo Alto between Mayor Garcetti and several staffers, Jacobs approached Plaintiff and extended his hand for the typical inappropriate and unwanted "handshake." As usual, when Plaintiff shook Jacobs' hand, Jacobs pulled Plaintiff into him and gave Plaintiff a long, tight hug while stating words to the effect of, "You're so strong and handsome."

~~34.~~36. Later that evening, Garcetti and some VIPs met in the hotel lobby for a meet and greet. On multiple occasions, Jacobs—who was drinking an alcoholic beverage with a straw in it—looked directly at Plaintiff and licked his straw in a sexual manner. This action deeply offended Plaintiff and made him extremely uncomfortable.

~~35.~~37. On over a dozen occasions, both while Jacobs was employed by the City

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and after he left City employment, staffers in Mayor Garcetti's office apologized to Plaintiff for Jacobs' harassing conduct and comments, including telling Plaintiff words to the effect of, "I'm sorry you have to deal with that, he's such a pig." Nevertheless, the Mayor's Office never took any action to stop Jacobs' harassment of Plaintiff.

~~36.~~38. On or about June 18, 2020, following a leave of absence for a back injury, Plaintiff refused to return to the Mayor's Detail because of the continual touchings, comments, and vulgar behavior directed at him by Jacobs and silently condoned by the Mayor of the City of Los Angeles.

~~37.~~39. As a result, Plaintiff lost his rank as a Police Officer III + 1, approximately 5 percent of his base salary, approximately $20,000 in overtime a year, as well as other privileges and benefits.

40. As a further result of the above, Plaintiff has and will continue to sustain damage to his reputation, and his ability to advance and/or promote in the Department has been and will continue to be adversely impacted.

FIRST CAUSE OF ACTION

FOR GENDER AND SEX HARASSMENT - HOSTILE WORK ENVIRONMENT

IN VIOLATION OF THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT

(*GOV. CODE* § 12940, ET SEQ.)

AGAINST ALL DEFENDANTS, AND EACH OF THEM

~~38.~~41. Plaintiff repeats and re-alleges each and every allegation set forth in paragraphs 1 though ~~38~~40, and incorporates the same by reference as though set forth fully herein.

~~39.~~42. During the term of Plaintiff's employment, he was subjected to discrimination, including but not limited to, sexual harassment, including, *inter alia*, a hostile work environment. The hostile work environment consisted of sexual harassment directed at Plaintiff. The harassing conduct was unwelcome and sufficiently severe or pervasive that it had the purpose or effect of altering the conditions of Plaintiff's

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PROTECTIVE ORDER

employment and creating an intimidating, hostile, abusive, or offensive working environment. The environment created by the conduct would have been perceived as intimidating, hostile, abusive, or offensive by a reasonable man in the same position as the Plaintiff, and the environment created was perceived by the Plaintiff as intimidating, hostile, abusive, or offensive. The hostile work environment caused Plaintiff injury, damage, loss, or harm.

~~40.~~43. The harassment included, but was not limited to, the above-mentioned physical harassment and verbal harassment, as well as the elected chief executive of the City of Los Angeles condoning such unlawful behavior.

~~41.~~44. Defendants, and each of them, knew or should have known of the harassing conduct and failed to take immediate and appropriate corrective action.

~~42.~~45. Said actions and conduct of Defendants, and each of them, consisting of the aforementioned unwelcome sexual conduct and sexual discrimination based on Plaintiff's gender, as well as the aforementioned failure to take immediate and appropriate corrective action despite the conduct that Defendants, and each of them, knew or should have known about, resulted in a hostile work environment and unlawful employment practices pursuant to California *Government Code* section 12940, et seq.

~~43.~~46. Such violations were a substantial factor in causing damages and injuries to Plaintiff as set forth below.

~~44.~~47. As a legal result of the conduct of Defendants, and each of them, Plaintiff has suffered and will continue to suffer physical, mental, and emotional injuries, pain, distress, suffering, anguish, fright, nervousness, grief, anxiety, worry, shame, mortification, injured feelings, shock, humiliation and indignity, as well as other unpleasant physical, mental, and emotional reactions, damages to reputation, and other non-economic damages, in a sum to be ascertained according to proof. Said damages are of the type that any person would suffer as result of the illegal and wrongful conduct of Defendants. Plaintiff does not claim that he has suffered any psychiatric illness as a result of the conduct of Defendants.

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PROTECTIVE ORDER

~~45.~~48. As a further legal result of the conduct of Defendants, and each of them, Plaintiff has lost and may continue to lose income, wages, earnings, earning capacity, overtime, pension, benefits, and other economic loss, in an amount to be proven at time of trial.

~~46.~~49. As a further legal result of the conduct of Defendants, and each of them, Plaintiff suffered other incidental and consequential damages, in an amount according to proof.

~~47.~~50. As a further legal result of the conduct of Defendants, and each of them, Plaintiff is entitled to attorneys' fees and costs in an amount according to proof pursuant to California *Government Code* section 12965.

~~48.~~51. As a further legal result of the conduct of Defendants, and each of them, Plaintiff is entitled to prejudgment interest pursuant to California *Civil Code* Section 3287 and/or any other provision of law providing for prejudgment interest.

SECOND CAUSE OF ACTION

FOR FAILURE TO TAKE ALL REASONABLE STEPS NECESSARY TO PREVENT SEXUAL HARASSMENT FROM OCCURRING IN VIOLATION OF THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT (*GOV. CODE* § 12940, ET SEQ.)

AGAINST ALL DEFENDANTS, AND EACH OF THEM

52. Plaintiff incorporates the allegations set forth in paragraphs 1 through 40 as if set forth in full herein.

53. Defendants, and each of them, had a duty to take all reasonable steps necessary to prevent harassment from occurring. Defendants, and each of them, failed to take all reasonable steps necessary to prevent harassment from occurring. As a result of such conduct by Defendants, and each of them, Plaintiff was subjected to harassment and/or was rendered helpless to remedy or stop the harassment.

54. The failure of Defendants, and each of them, to take all reasonable steps necessary to prevent harassment from occurring was a substantial factor in causing

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PROTECTIVE ORDER

Plaintiff injury, damage, loss, and/or harm.

55. Said actions and conduct of Defendants, and each of them, consisting of the aforementioned failure to take all reasonable steps necessary to prevent harassment from occurring, constitute unlawful employment practices pursuant to California *Government Code* section 12940, et seq.

56. Such violations were a substantial factor in causing damages and injuries to Plaintiff as set forth below.

57. As a legal result of the conduct of Defendants, and each of them, Plaintiff has suffered and will continue to suffer physical, mental, and emotional injuries, pain, distress, suffering, anguish, fright, nervousness, grief, anxiety, worry, shame, mortification, injured feelings, shock, humiliation and indignity, as well as other unpleasant physical, mental, and emotional reactions, damages to reputation, and other non-economic damages, in a sum to be ascertained according to proof. Said damages are of the type that any person would suffer as result of the illegal and wrongful conduct of Defendants. Plaintiff does not claim that he has suffered any psychiatric illness as a result of the conduct of Defendants.

58. As a further legal result of the conduct of Defendants, and each of them, Plaintiff has lost and may continue to lose income, wages, earnings, earning capacity, overtime, pension, benefits, and other economic loss, in an amount to be proven at time of trial.

59. As a further legal result of the conduct of Defendants, and each of them, Plaintiff suffered other incidental and consequential damages, in an amount according to proof.

60. As a further legal result of the conduct of Defendants, and each of them, Plaintiff is entitled to attorneys' fees and costs in an amount according to proof pursuant to California *Government Code* section 12965.

61. As a further legal result of the conduct of Defendants, and each of them, Plaintiff is entitled to prejudgment interest pursuant to California *Civil Code* section 3287

CONFIDENTIAL
PROTECTIVE ORDER

GARZA 002834

and/or any other provision of law providing for prejudgment interest.

PRAYER

WHEREFORE, Plaintiff seeks judgment against all Defendants, and each of them, on all causes of action, for:

1. Physical, mental, and emotional injuries, pain, distress, suffering, anguish, fright, nervousness, grief, anxiety, worry, shame, mortification, injured feelings, shock, humiliation and indignity, as well as other unpleasant physical, mental, and emotional reactions, damages to reputation, and other non-economic damages, in a sum to be ascertained according to proof;

2. Loss of wages, income, earnings, earning capacity, overtime, pension, benefits, and other economic damages in a sum to be ascertained according to proof;

3. Other actual, consequential, and/or incidental damages in a sum to be ascertained according to proof;

4. Attorneys' fees and costs of suit pursuant to *California Government Code* Section 12965(b), *C.C.P.* 1021.5, and other authorities;

5. Costs of suit herein incurred;

6. Pre-judgment interest;

7. Such other and further relief as the Court may deem just and proper.

Dated: October 21, 2020

LAW OFFICES OF GREGORY W. SMITH

By: _____
GREGORY W. SMITH
DIANA WANG WELLS
LEILA K. AL FAIZ
Attorneys for Plaintiff
MATTHEW GARZA

CONFIDENTIAL
PROTECTIVE ORDER

Attachment C

GREGORY W. SMITH (SBN 134385)
DIANA WANG WELLS (SBN 284215)
LEILA K. AL FAIZ (SBN 284309)
LAW OFFICES OF GREGORY W. SMITH
9107 Wilshire Boulevard, Suite 450
Beverly Hills, California 90210
Telephone: (310) 777-7894
Telecopier: (310) 777-7895

Attorneys for Plaintiff
MATTHEW GARZA

UNLIMITED JURISDICTION

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

MATTHEW GARZA, Plaintiff, vs. CITY OF LOS ANGELES, a municipal entity; and DOES 1 through 100, inclusive, Defendants.	**CASE NO. 20STCV26305** **[Assigned to the Hon. Ruth Ann Kwan, Judge, Dept. "72"]** **DECLARATION OF PLAINTIFF MATTHEW GARZA CONCERNING MAYOR ERIC GARCETTI'S PERSONAL KNOWLEDGE OF RICK JACOBS' HARASSING CONDUCT** **Action Filed:** **July 13, 2020** **FSC:** **October 22, 2021** **Trial:** **November 1, 2021**

TO THE COURT, ALL PARTIES AND THEIR COUNSEL OF RECORD, AND TO DEFENDANT CITY OF LOS ANGELES:

Plaintiff Matthew Garza ("Plaintiff") hereby submits, pursuant to the Court's order, the following Declaration of Plaintiff Matthew Garza Concerning Mayor Eric Garcetti's Personal Knowledge of Rick Jacobs' Harassing Conduct.

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PROTECTIVE ORDER
GARZA 002837

DECLARATION OF MATTHEW GARZA

I, Matthew Garza, declare as follows:

1. I am over eighteen (18) years of age, and I am the Plaintiff in this action. If called upon, I could and would competently testify to the facts contained herein from my personal knowledge.

2. I am a sworn peace officer employed by the Los Angeles Police Department.

3. From in or around October 2013 until in or around October of 2019, I was assigned to the Mayor's Detail, which is the LAPD's police protection unit for the Mayor of Los Angeles, Eric Garcetti (the "Mayor"). As a result of this assignment, I was required to drive Mayor Eric Garcetti to and from his various engagements and accompany him on out-of-town trips.

4. From in or around 2014 to in or around October 2019, I was subjected on hundreds of occasions to unwanted and unwelcome sexual comments and touching, including tight hugs and shoulder rubbing, by Mayor Garcetti's close political advisor, Rick Jacobs.

5. Mayor Eric Garcetti was present on numerous occasions when Jacobs subjected me to these unwanted comments and touchings, including on occasions when it was only the Mayor, Rick Jacobs, and myself in a vehicle, as would be the case when I was driving the Mayor somewhere and Jacobs was accompanying the Mayor to his destination.

6. For example, on multiple occasions when I was driving, Mayor Garcetti was seated in the front passenger or backseat of the car, and Rick Jacobs was seated in the backseat of the car, Jacobs massaged my shoulders, told me I was "strong," and made comments about having "rough sex" with his gay partner(s), liking "big cocks", being attracted to younger men, or other comments of a similar nature.

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CONFIDENTIAL
PROTECTIVE ORDER
GARZA 002838

7. Mayor Garcetti, who directly observed this inappropriate behavior, never took any action to stop Jacobs from touching me or making these comments. In fact, on many occasions, I heard Mayor Garcetti laugh in response to Jacobs' comments as described in paragraph 6.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Dated: December 13, 2020

Matthew Garza

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GARZA 002839

PROOF OF SERVICE

STATE OF CALIFORNIA)
)
COUNTY OF LOS ANGELES)

I am employed in the County of Los Angeles, State of California. I am over the age of 18 years of age, and am not a party to the within action; my business address is 9107 Wilshire Boulevard, Suite 450, Beverly Hills, California 90210.

On the date hereinbelow specified, I served the foregoing document, described as set forth below on the interested parties in this action by electronically serving true copies thereof, addressed as follows:

DATE OF SERVICE : December 14, 2020

DOCUMENT SERVED : **DECLARATION OF PLAINTIFF MATTHEW GARZA CONCERNING MAYOR ERIC GARCETTI'S PERSONAL KNOWLEDGE OF RICK JACOBS' HARASSING CONDUCT**

PARTIES SERVED :
Michael N. Feuer, City Attorney
Kathleen A. Kenealy, Chief Assistant City Attorney
Scott Marcus, Chief Civil Litigation Branch
Eric C. Brown, Managing Assistant City Attorney
Douglas Lyon, Deputy City Attorney
Jenna B. Galas, Deputy City Attorney
Nicholas Masero, Deputy City Attorney
Office of the City Attorney
200 North Main Street, 7th Floor, City Hall East
Los Angeles, California 90012

Emails: Jenna.Galas@lacity.org; Douglas.Lyon@lacity.org; Julie.Martinez@lacity.org; Nicholas.Masero@lacity.org

XXX (BY ELECTRONIC MAIL) Based on an agreement of the parties to accept service by electronic transmission, I caused such document to be electronically mailed to the electronic notification addresses listed above. No electronic message or other indication that the transmission was unsuccessful was received within a reasonable time after the transmission.

XXX (STATE) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

EXECUTED at County of Los Angeles, California on December 14, 2020.

Selma Francia

CONFIDENTIAL
PROTECTIVE ORDER
GARZA 002840

Attachment D

TRAINING ☐ (Click One) NON-TRAINING ☑	Los Angeles Police Department **REQUEST FOR TRAVEL AUTHORITY** *FOR NON-INVESTIGATIVE TRAVEL ONLY*	CED CONTROL NUMBER
DATE SUBMITTED March 16, 2016	**DATES OF TRAVEL** DEPARTURE: 3/18/2016 RETURN: 3/19/2016	DESTINATION (CITY/STATE/COUNTRY) Phoenix, AZ
TITLE OF TRAVEL/TRAINING SECURITY DETAIL FOR THE MAYOR OF LOS ANGELES		TRANSPORTATION MODE(Check) Automobile: Personal ☐ City ☐ Air ☑ Other* ☐ (If a personal vehicle will be used, participant(s) must comply with Manual Section 3/390.67.)
TRAINING COORDINATOR OR DESIGNEE Lt II Armando Perez # 25581	PHONE # (213) 972-2420	

TRAVELING EMPLOYEE #1: RANK, FIRST & LAST NAME	SERIAL#	CURRENT ASSIGNMENT OF EMPLOYEE
Officer Matthew Garza	34334	Metropolitan Division
TRAVELING EMPLOYEE #2: RANK, FIRST & LAST NAME	SERIAL#	CURRENT ASSIGNMENT OF EMPLOYEE
Officer Dennis O'Sullivan	27237	Metropolitan Division
TRAVELING EMPLOYEE #3: RANK, FIRST & LAST NAME	SER #	CURRENT ASSIGNMENT OF EMPLOYEE
TRAVELING EMPLOYEE #4: RANK, FIRST & LAST NAME	SERIAL#	CURRENT ASSIGNMENT OF EMPLOYEE

SOURCE OF FUNDING (CLICK ALL APPLICABLE BOXES) - SOURCES IN ITALICS REQUIRE PRIOR APPROVAL

NO EXPENSE ☐ | OUTSIDE AGENCY* ☐ | REVOLVING TRAINING FUND ☐ | DONATION* ☐
EMPLOYEE FINANCED ☐ | *NALTF (SID ONLY)* ☐ | *POST LETTER OF AGREEMENT* ☐ | OTHER* ☐
*GENERAL FUND** ☐ | *SPA (DETECTIVE BUREAU ONLY)* ☐ | *CAO RULE 6* ☑

TRAVEL COSTS	# of Emp. X	# Days X	Cost =	Sub-Total
TUITION				
PER DIEM: LODGING	2	1	$350.00	$350.00
SUBSISTENCE	2	2	$118.00	$236.00
VEH RENTAL	2	2	$125.00	$250.00
MISC EXPENSES *				
AIR FARE	2		$340.00	$680.00

TOTAL AMOUNT OF DEPARTMENT FUNDS REQUESTED **$1,516.00**

GRAND TOTAL $1,516.00

MUST BE SUBMITTED TO CONTINUING EDUCATION DIVISION 45-DAYS PRIOR TO DEPARTURE

MET ☐ NOT MET ☑ **IF NOT MET, EXPLAIN IN NARRATIVE/PURPOSE SECTION.**

NARRATIVE/PURPOSE: (INCLUDE DESCRIPTION OF EMPLOYEE DUTIES, NATURE OF TRAVEL, COURSE/SEMINAR/WORKSHOP INCLUDE FUNDING SOURCE, CLARIFICATION ON TRANSPORTATION OR EXPLANATION OF MISC. EXPENSES IF NEEDED AND APPLICABLE CHIEF LEGISLATIVE ANALYST OR MAYORAL NOTIFICATIONS.)

The Mayor of Los Angeles will be traveling to the City of Phoenix, Az to conduct business. As such the Mayor will be traveling with a security detail consisting of Los Angeles Police Officers.

For safety/tactical purposes, a full size SUV is required for rental. This requirement allows officers to perform their duties as dignitary protection for the Mayor in the event of a mobile attack or a necessary counter maneuver.

Part of our responsibility as dignitary protection is to maintain the safety of the Mayor at all times to include his lodging outside the City of Los Angeles. In order for us to perform these duties and responsibilities, it is necessary for us to lodge at the same location, even though this may exceed the standard government daily rate. It is also necessary for us advance the airport prior to our departure. Although we have a vehicle rental, there may be circumstances where the officer may need to use the assistance of a taxi to get to the airport.

This travel authority does not meet the 45 day requirement, since the notification and itinerary was received by Sgt Green on March 16, 2016.

Signatures below certify that the travel/training is in the best interest of the Department and City.

REQUESTING DIVISION OCOP / COS	COMMANDING OFFICER NAME/SIGNATURE	DATE 5/12/16
REQUESTING GROUP (IF APPLICABLE)	COMMANDING OFFICER NAME/SIGNATURE	DATE
REQUESTING BUREAU OCOP / COS	COMMANDING OFFICER NAME/SIGNATURE	DATE 5/12/16

This form to be completed by Training Coordinator or designee except shaded area. Revised 2/03

Attach supporting documentation (i.e. course brochures, course syllabus, announcements, etc.)

* Explain in Narrative/Purpose section.

CONFIDENTIAL - PROTECTIVE ORDER

CITY OF LOS ANGELES

PERSONAL EXPENSE STATEMENT

FORM Gen 16 (REV. 07/2011)

(1) TRAVEL AUTHORITY (GAATL) NO	(31) DEPARTMENT ACCOUNTING USE ONLY
(2) EMPLOYEE Garza, Matthew S	FMS DOC. ID NO
(3) DEPT LAPD/Metropolitan Div/Mayor Dtl (4) POSITION Police Officer 3+1	CASH ADVANCES YES ☐ NO ☐
(5) DESTINATION Phoenix Arizona	DEMAND NO. / DEMAND DATE
(6) DATES OF TRIP *FROM* 03/18/2016 *TO* 03/19/2016	CONTACT PERSON

(7) YEAR 2016 / (8) DATE (MM/DD)	(9) LOCATION / DESCRIPTION WHERE EXPENSES WERE INCURRED/ BRIEF DESCRIPTION OF EXPENSE (MUST BE ITEMIZED PER DAY)	(10) LODGING	(11) MEALS AND INCIDENTALS	(12) TRANSPORTATION	(13) MISC. EXP.	(14) TOTAL
03/18/16	Phoenix, Arizona/Airfare (TL#0706048)			462.30		462.30
03/18/16	Phoenix, Arizona/Meals@75%		44.25			44.25
03/19/16	Phoenix, Arizona/Meals@75%		44.25			44.25
	(15) SUBTOTALS		88.50	462.30		

(16) CLAIM TOTAL , this page $ 550.80

(30) Remarks/Comments

(17) TOTAL FROM PAGE 1		$ 550.80
(18) TOTAL FROM PAGE 2		$
(19) TOTAL EXPENSES		$ 550.80
(20) LESS OTHER EXPENSES PAID BY CITY		
(21) CASH ADVANCE	$ 0.00	
(22) EXPENSES PAID BY CITY TRAVEL CARD	462.30	
(23) AIRFARE PAID BY CITY		
(24) TOTAL OTHER EXPENSES PAID BY CITY		$ 462.30
(25) TOTAL DUE TO EMPLOYEE		$ 88.50

I HEREBY CERTIFY that the above is a true statement of the travel expenses incurred by me in accordance with travel policies and procedures in the service of the CITY OF LOS ANGELES. I further certify that the above expenses were necessary in connection with the performance of my duties.

(26) CLAIMANT'S SIGNATURE	(27) DATE (mm/dd/yy)	(28) SIGNATURE OF APPROVING AUTHORITY	(29) DATE (mm/dd/yy)
# 34331	03/30/2016		5/12/16

DEPARTMENTS ARE REQUIRED TO MAINTAIN ORIGINAL SUPPORT DOCUMENTATION FOR AT LEAST 5 YEARS

CONFIDENTIAL - PROTECTIVE ORDER

Travel Store
11601 Wilshire Blvd.
Los Angeles, CA 90025

TRAVELSTORE
WE'VE BEEN WHERE YOU WANT TO GO

**** Duplicate Electronic Invoice ****

GARZA/MATTHEW S
CITY OF LOS ANGELES

Ticket #: 7761658780
Credit Card #: AXXXXXXXXXXX-1000
Agent ID: BECKY

Invoice # 1150016
Invoice Date 3/19/2016
Record Locator VRIFIZ
Booked Date 3/19/2016

AIRLINES	3/18/2017	Depart: LOS ANGELES, CA Arrive: PHOENIX, AZ	4:50 pm 6:27 pm	UNITED AIRLINES	Flt No : 5512	Class: Y
	3/19/2016	Depart: PHOENIX, AZ Arrive: LOS ANGELES, CA	5:21 pm 6:47 pm	AMERICAN AIRLINES	Flt No : 695	Class: V
CARS		NoCarRentals.				
HOTELS		No Hotel Bookings.				

Summary of Charges

UNITED AIRLINES – Ticket #: 7761658780 :	$216.20
	$216.20

Tax Information

CONFIDENTIAL - PROTECTIVE ORDER

Travel Store
11601 Wilshire Blvd.
Los Angeles, CA 90025

TRAVELSTORE

**** Duplicate Electronic Invoice ****

GARZA/MATTHEW S
CITY OF LOS ANGELES

Ticket #: 7762134157
Credit Card #: AXXXXXXXXXX-1000
Agent ID: BECKY

Invoice #: 1150017
Invoice Date: 3/19/2016
Record Locator: VRIFIZ
Booked Date: 3/19/2016

AIRLINES	3/18/2017	Depart: LOS ANGELES, CA Arrive: PHOENIX, AZ	4:50 pm 6:17 pm	UNITED AIRLINES	Flt No.: 5512	Class: Y
	3/19/2016	Depart: PHOENIX, AZ Arrive: LOS ANGELES, CA	5:21 pm 6:47 pm	AMERICAN AIRLINES	Flt No.: 695	Class: V
CARS		NoCarRentals				
HOTELS		No Hotel Bookings				

Summary of Charges	
AMERICAN AIRLINES -- Ticket #: 7762134157	$246.10
	$246.10

Tax Information

CONFIDENTIAL - PROTECTIVE ORDER

Attachment E

TRAINING ☐ (Click One) NON-TRAINING ☑	Los Angeles Police Department REQUEST FOR TRAVEL AUTHORITY *FOR NON-INVESTIGATIVE TRAVEL ONLY*	CED CONTROL NUMBER
DATE SUBMITTED: May 11, 2018	DATES OF TRAVEL — DEPARTURE: 5/11/2018 — RETURN: 5/13/2018	DESTINATION (CITY/STATE/COUNTRY): Boston/New Hampshire
TITLE OF TRAVEL/TRAINING: SECURITY DETAIL FOR THE MAYOR OF LOS ANGELES		TRANSPORTATION MODE(Check): Automobile: Personal ☐ City ☐ Air ☑ Other* ☐ (If a personal vehicle will be used, participant(s) must comply with Manual Section 3/390.57.)
TRAINING COORDINATOR OR DESIGNEE: Lt II Armando Perez #25581	PHONE #: (213) 978-0615	

TRAVELING EMPLOYEE	SERIAL#	CURRENT ASSIGNMENT OF EMPLOYEE
#1: RANK, FIRST & LAST NAME: Officer Matthew Garza	34334	Metropolitan Division
#2: RANK, FIRST & LAST NAME: Officer Vernon Williams	25685	Metropolitan Division
#3: RANK, FIRST & LAST NAME:		

SOURCE OF FUNDING (CLICK ALL APPLICABLE BOXES) - SOURCES IN ITALICS REQUIRE PRIOR APPROVAL

NO EXPENSE ☐ | EMPLOYEE FINANCED ☐ | *GENERAL FUND** ☐ | OUTSIDE AGENCY* ☐ | *NALTF (SID ONLY)* ☐ | *SPA (DETECTIVE BUREAU ONLY)* ☐ | REVOLVING TRAINING FUND ☐ | *POST LETTER OF AGREEMENT* ☐ | *CAO RULE 6* ☑ | DONATION* ☐ | OTHER* ☐

TRAVEL COSTS	# of Emp. X	# Days X	Cost =	Sub-Total
TUITION				
PER DIEM: LODGING	2	2	$216.91	$433.82
SUBSISTENCE	2	3	$128.00	$384.00
VEH RENTAL	2	2	$105.00	$210.00
MISC EXPENSES *				$86.02
AIR FARE	2		$539.00	$1,078.00

TOTAL AMOUNT OF DEPARTMENT FUNDS REQUESTED: **$2,191.84**

GRAND TOTAL: $2,191.84

MUST BE SUBMITTED TO CONTINUING EDUCATION DIVISION 45-DAYS PRIOR TO DEPARTURE

MET ☐ NOT MET ☑ **IF NOT MET, EXPLAIN IN NARRATIVE/PURPOSE SECTION.**

NARRATIVE/PURPOSE: (INCLUDE DESCRIPTION OF EMPLOYEE DUTIES, NATURE OF TRAVEL, COURSE/SEMINAR/WORKSHOP, INCLUDE FUNDING SOURCE, CLARIFICATION ON TRANSPORTATION OR EXPLANATION OF MISC. EXPENSES IF NEEDED AND APPLICABLE CHIEF LEGISLATIVE ANALYST OR MAYORAL NOTIFICATIONS.)

The Mayor of Los Angeles is traveling to Boston, MA and Manchester, NH to conduct business. As such, the Mayor will be traveling with two Los Angeles Police Officers for security.

For safety/tactical purposes, a full size SUV is required for rental. This requirement allows officers to perform their duties as dignitary protection for the Mayor in the event of a mobile attack or a necessary counter maneuver. Part of our responsibility as dignitary protection is to maintain the safety of the Mayor at all times to include his lodging outside the City of Los Angeles. In order for us to perform these duties and responsibilities, it is necessary for us to lodge at the same location, even though this may exceed the standard government daily rate. It is also necessary for us advance the airport prior to our departure. Although we have a vehicle rental, there may be circumstances where the officer may need to use the assistance of a taxi to get to the airport.

This travel authority does not meet the 45 day requirement since the itinerary was received on May 11, 2018 by Sgt. Green.

*Misc exp for Uber to advance airport

T. D.

Signatures below certify that the travel/training is in the best interest of the Department and City.

REQUESTING DIVISION: OCOP	COMMANDING OFFICER NAME/SIGNATURE	DATE
REQUESTING GROUP (IF APPLICABLE)	COMMANDING OFFICER NAME/SIGNATURE	DATE
REQUESTING BUREAU: OCOP	COMMANDING OFFICER NAME/SIGNATURE	DATE

This form to be completed by Training Coordinator or designee except shaded area. Revised 2/03

Attach supporting documentation (i.e. course brochures, course syllabus, announcements, etc.)

* Explain in Narrative/Purpose section.

CONFIDENTIAL - PROTECTIVE ORDER

MAYOR

CITY OF LOS ANGELES

PERSONAL EXPENSE STATEMENT

FORM Gen 18 (REV. 07/2011)

(1) TRAVEL AUTHORITY (GAETL) NO.	(31) DEPARTMENT ACCOUNTING USE ONLY
(2) EMPLOYEE Matthew Garza	FMS DOC ID NO
(3) DEPT LAPD/Metropolitan Div/Mayor Dtl (4) POSITION P3+1	CASH ADVANCES YES ☐ NO ☐
(5) DESTINATION Boston, Ma./Manchester, New Hampshire	DEMAND NO / DEMAND DATE
(6) DATES OF TRIP *FROM* 05/11/2018 *TO* 05/13/2018	CONTACT PERSON

(7) YEAR 2018 / (8) DATE (MM/DD)	(9) LOCATION / DESCRIPTION WHERE EXPENSES WERE INCURRED/ BRIEF DESCRIPTION OF EXPENSE (MUST BE ITEMIZED PER DAY)	(10) LODGING	(11) MEALS AND INCIDENTALS	(12) TRANSPORTATION	(13) MISC. EXP.	(14) TOTAL
05/11	Boston, Ma./Airfare (TL#0706048)			521.41		521.41
05/11	Manchester, Lodging/ Meals@75% travel day	216.91	48.00			264.91
05/12	Manchester, NH. Lodging/ Meals	216.91	64.00			280.91
05/13	Manchester NH Meals@75%		48.00			48.00
05/11-05/13	Enterprise Car Rental Boston				209.35	209.35
	(15) SUBTOTALS	433.82	160.00	521.41	209.35	

(16) CLAIM TOTAL , this page $ 1324.58

(30) Remarks/Comments

(17) TOTAL FROM PAGE 1		$ 1324.58
(18) TOTAL FROM PAGE 2		$
(19) TOTAL EXPENSES		$ 1324.58
(20) LESS OTHER EXPENSES PAID BY CITY		
(21) CASH ADVANCE	$ 0.00	
(22) EXPENSES PAID BY CITY TRAVEL CARD	643.17	
(23) AIRFARE PAID BY CITY	521.41	
(24) TOTAL OTHER EXPENSES PAID BY CITY		$ 1164.58
(25) TOTAL DUE TO EMPLOYEE		$ 160.00

I HEREBY CERTIFY that the above is a true statement of the travel expenses incurred by me in accordance with travel policies and procedures in the service of the CITY OF LOS ANGELES. I further certify that the above expenses were necessary in connection with the performance of my duties

(26) CLAIMANT'S SIGNATURE	(27) DATE (mm/dd/yy)	(28) SIGNATURE OF APPROVING AUTHORITY	(29) DATE (mm/dd/yy)
34334	05/16/2018	T.D.	6-5-18

DEPARTMENTS ARE REQUIRED TO MAINTAIN ORIGINAL SUPPORT DOCUMENTATION FOR AT LEAST 5 YEARS

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Statewide Travel Program
STATE OF CALIFORNIA DEPARTMENT OF GENERAL SERVICES

TravelStore/Caltravelstore
707 3rd Street
3rd. Floor
West Sacramento, CA 95606
Ph: 877-454-8785
Fx: 916-376-3999

ADD TO OUTLOOK

Monday, 7MAY 2018 02:45 PM EDT

Passengers: MATTHEW S GARZA (18-70-06048-34334)

Record Locator: ETLQBZ
Agent: Karen Hull Karen.h@caltravelstore.com
Agent Direct Phone: 916-376-3989 Ext 47

Please review the itinerary below for accuracy and verify that names appear exactly as on photo ID or passport. Contact our office within 24 hours if you notice any discrepancies.

International Travel: When traveling internationally a passport or visa may be required and in most cases your passport must be valid for at least 6 months beyond your return travel date. Please be sure to verify requirements with your agent, click here or navigate to http://travel.state.gov

THIS TICKET IS NONREFUNDABLE. CHANGES SUBJECT TO FEE/ADVANCED CANCELLATION NOTICE REQUIRED IF TICKET WILL NOT BE USED.

AIR	**Friday, 11MAY 2018**		
	United Airlines	**Flight Number:** 0824	Class: L-Coach/Economy
	From: (LAX) Los Angeles CA, USA	**Depart:** 08:30 AM	
	To: (BOS) Boston MA, USA	**Arrive:** 05:05 PM	
	Stops: Nonstop	Duration: 5 hour(s) 35 minute(s)	
	Seats: 30E	Status: CONFIRMED	Miles: 2606 / 4170 KM
	Equipment: Boeing 737-800 Jet	MEAL: FOOD FOR PURCHASE	
	DEPARTS LAX TERMINAL 7 - ARRIVES BOS TERMINAL B		
	United Airlines Confirmation number is HTWSQY		
	theParkingSpot Click here for a special discount at The Parking Spot, courtesy of TravelStore.		
CAR	**Friday, 11MAY 2018**		
	Enterprise Cars	**Confirmation Number:** 1164659553COUNT	
	Pickup: Boston MA, USA	**Pick up Time:** 05:05 PM	
	Location: 6 TOMAHAWK DR EAST BOSTON,MA,02128-2023 US		
	Phone: 617-561-4488		
	Drop Off: Boston MA, USA	**Return:** Sunday, 13MAY 2018 06:00 PM	
	Type: Std SUV Auto A/C	**Rate:** USD 72.51 Daily Rate - unlimited free mi	
	Corp Discount ID: SZCPSTA Approximate total: USD226.24 RQST PFAR		
AIR	**Sunday, 13MAY 2018**		

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Additional terms and conditions apply click here **or navigate to** http://www.travelstore.com/legal **to review.**

Visit us online for additional travel information.

United States of America
TELEPHONE 603-669-2222 • FAX 603-668-2957
Reservations
www.hilton.com or 1 800 HILTONS

GARZA, MATTHEW

1616 WORKMAN MILL RD

WHITTIER CA 90601
UNITED STATES OF AMERICA

Room No:	306/Q2RZ
Arrival Date:	5/11/2018 8:00:00 PM
Departure Date:	5/13/2018 8:34:00 AM
Adult/Child:	1/0
Cashier ID:	MCAR1
Room Rate:	199.00
AL:	
HH #	627518644 SILVER
VAT #	
Folio No/Che	339850 A

Confirmation Number: 3443900200

HILTON GARDEN INN MANCHESTER DOWNTOWN 5/13/2018 8:33:00 AM

DATE	DESCRIPTION	ID	REF NO	CHARGES	CREDIT	BALANCE
5/11/2018	GUEST ROOM	HL1	1293252	$199.00		
5/11/2018	STATE TAX	HL1	1293252	$17.91		
5/12/2018	GUEST ROOM	HL1	1293579	$199.00		
5/12/2018	STATE TAX	HL1	1293579	$17.91		
5/13/2018	VS *2711	MCAR1	1293714		($433.82)	
			BALANCE			$0.00

Hilton Honors(R) stays are posted within 72 hours of checkout. To check your earnings or book your next stay at more than 5,000 hotels and resorts in 100 countries, please visit Honors.com

CREDIT CARD DETAIL

APPR CODE	087423	MERCHANT ID	193805
CARD NUMBER	VS *2711	EXP DATE	02/21
TRANSACTION ID	1293714	TRANS TYPE	Sale

CONFIDENTIAL -
PROTECTIVE ORDER

enterprise

Rental Agreement # 542771489
Invoice # 90102474630

Renter Information

Renter Name
MATTHEW GARZA

Renter Address
1616 WORKMAN MILL ROAD APT B
WHITTIER, CA 90601
USA

Vehicle Information

4DR ALL-WHEEL DRIVE CROSSOVER
License #: 8AR473
State/Province: MA

Vehicle Class Driven
Premium Elite SUV 4-Door/Automatic/Air

Vehicle Class Charged
Standard SUV 5-Door/Automatic/Air

Odometer Mileage/Kilometers
Starting: 3,456 **Ending:** 4,217
Total: 761

Thank you for renting with Enterprise Rent-A-Car

We appreciate your business!
This email was automatically generated from an unattended mailbox, so please do not reply to this e-mail.
If you have any questions about your rental, please view our Frequently Asked Questions or send us a secured message by visiting our Support Center

Trip Information

Pickup
Fri, May 11 2018 6:19 P.M.

Start Charges
Fri, May 11 2018 6:26 P.M.

BOSTON LOGAN INTL ARPT (BOS)
15 TRANSPORTATION WAY
EAST BOSTON, MA 02128-2063
USA

Return
Sun, May 13 2018 4:10 P.M.

BOSTON LOGAN INTL ARPT (BOS)
15 TRANSPORTATION WAY
EAST BOSTON, MA 02128-2063
USA

Rental Charges

Rental Rate	Time & Distance 2 Day at $72.51 / Day	$145.02
Add-Ons	Toll Pass Device ($3.95 / Day)	$7.90
Mileage	Unlimited Mileage	Included
Taxes and Fees	Sales Tax (6.25%)	$11.02
	Convention Ctr Surchg 10.00/rntl ($10.00 / Rental)	$10.00
	Concession Fee Recovery 11.11 Pct (11.11%)	$17.57
	Customer Facility Charge 6.00 /day ($6.00 / Day)	$12.00
	Vlc Rec Fee 2.62/day ($2.62 / Day)	$5.24
	Parking Surcharge .60/rntl ($0.60 / Rental)	$0.60
Total		**$209.35**
(Subject to audit)		
Amount charged on May 13 2018 to VISA (2711)		($209.35)
Amount Due		**$0.00**

CONFIDENTIAL - PROTECTIVE ORDER

CITY OF LOS ANGELES

MAYOR

PERSONAL EXPENSE STATEMENT

FORM Gen 16 (REV. 07/2011)

(1) TRAVEL AUTHORITY (GAETL) NO.	(31) DEPARTMENT ACCOUNTING USE ONLY
(2) EMPLOYEE Vernon Williams	FMS DOC. ID NO
(3) DEPT LAPD/Metropolitan Div/Mayor Dtl (4) POSITION Police Officer 3+1	CASH ADVANCES YES ☐ NO ☐
(5) DESTINATION Ma	DEMAND NO / DEMAND DATE
(6) DATES OF TRIP *FROM* 05/12/2018 TO 05/13/2018	CONTACT PERSON

(7) YEAR 2016 / (8) DATE (MM/DD)	(9) LOCATION / DESCRIPTION WHERE EXPENSES WERE INCURRED/ BRIEF DESCRIPTION OF EXPENSE (MUST BE ITEMIZED PER DAY)	(10) LODGING	(11) MEALS AND INCIDENTALS	(12) TRANSPORTATION	(13) MISC. EXP.	(14) TOTAL
05/12	Manchester, NH/Airfare (TL#0706048)			556.40		556.40
05/12	Manchester, NH/Meals		48.00			48.00
05/13	Manchester, NH/Trans/Meals		48.00		86.02	134.02
	(15) SUBTOTALS		96.00	556.40	86.02	

(16) CLAIM TOTAL , this page $ 738.42

(30) Remarks/Comments

Transportation to the airport on05/13 provided by Uber
Accommodations paid for by ofcr Garza.

(17) TOTAL FROM PAGE 1		$ 738.42
(18) TOTAL FROM PAGE 2		$
(19) TOTAL EXPENSES		$ 738.42
(20) LESS OTHER EXPENSES PAID BY CITY		
(21) CASH ADVANCE	$ 0.00	
(22) EXPENSES PAID BY CITY TRAVEL CARD	86.02	
(23) AIRFARE PAID BY CITY	556.40	
(24) TOTAL OTHER EXPENSES PAID BY CITY		$ 642.42
(25) TOTAL DUE TO EMPLOYEE		$ 96.00

I HEREBY CERTIFY that the above is a true statement of the travel expenses incurred by me in accordance with travel policies and procedures in the service of the CITY OF LOS ANGELES. I further certify that the above expenses were necessary in connection with the performance of my duties.

(26) CLAIMANT'S SIGNATURE	(27) DATE (mm/dd/yy)	(28) SIGNATURE OF APPROVING AUTHORITY	(29) DATE (mm/dd/yy)
Vernon W. Williams	05/21/2018	T. Dos	6.5.18

DEPARTMENTS ARE REQUIRED TO MAINTAIN ORIGINAL SUPPORT DOCUMENTATION FOR AT LEAST 5 YEARS

CONFIDENTIAL - PROTECTIVE ORDER

Statewide Travel Program

TravelStore/Caltravelstore
707 3rd Street
3rd. Floor
West Sacramento, CA 95606
Ph: 877-454-8785
Fx: 916-376-3999

ADD TO OUTLOOK

Monday, 7MAY 2018 02:56 PM EDT

Passengers: VERNON WILLIAMS (18-70-06048-25685)

Record Locator: BXRMYV
Agent: Becky Gallagher becky.g@caltravelstore.com
Agent Direct Phone: 916-376-3989 Ext 43

Please review the itinerary below for accuracy and verify that names appear exactly as on photo ID or passport. Contact our office within 24 hours if you notice any discrepancies.

International Travel: When traveling internationally a passport or visa may be required and in most cases your passport must be valid for at least 6 months beyond your return travel date. Please be sure to verify requirements with your agent, click here or navigate to http://travel.state.gov

THIS TICKET IS NONREFUNDABLE. CHANGES SUBJECT TO FEE/ADVANCED CANCELLATION NOTICE REQUIRED IF TICKET WILL NOT BE USED.

AIR	**Saturday, 12MAY 2018**		
	Delta Air Lines	**Flight Number:** 2531	Class: T-Coach/Economy
	From: (LAX) Los Angeles CA, USA	**Depart:** 08:00 AM	
	To: (BOS) Boston MA, USA	**Arrive:** 04:43 PM	
	Stops: Nonstop	Duration: 5 hour(s) 43 minute(s)	
	Seats: 42C	Status: CONFIRMED	Miles: 2606 / 4170 KM
	Equipment: 75W/AIR	MEAL: BREAKFAST	
	DEPARTS LAX TERMINAL 2 - ARRIVES BOS TERMINAL A		
	Delta Air Lines Confirmation number is JL4NKZ		
	theParkingSpot Click here for a special discount at The Parking Spot, courtesy of TravelStore.		
AIR	**Sunday, 13MAY 2018**		
	Delta Air Lines	**Flight Number:** 2533	Class: H-Coach/Economy
	From: (BOS) Boston MA, USA	**Depart:** 05:15 PM	
	To: (LAX) Los Angeles CA, USA	**Arrive:** 08:45 PM	
	Stops: Nonstop	Duration: 6 hour(s) 30 minute(s)	
	Seats: 30C	Status: CONFIRMED	Miles: 2606 / 4170 KM
	Equipment: Boeing 737-800 Jet	MEAL: DINNER	
	DEPARTS BOS TERMINAL A - ARRIVES LAX TERMINAL 2		
	Delta Air Lines Confirmation number is JL4NKZ		
OTHER	**Thursday, 4OCT 2018**		
	WE APPRECIATE YOUR BUSINESS		

CONFIDENTIAL - PROTECTIVE ORDER

PLEASE TAKE A MOMENT TO FILL OUT OUR CUSTOMER
SERVICE SURVEY AT WWW.SURVEYMONKEY.COM/S/HQHJ8PF
CALTRAVELSTORE PHONE NUMBER 877 454-8785
NO CAR REQUESTED AT TIME OF BOOKING
NO HOTEL REQUESTED AT THE TIME OF BOOKING
FOR AFTER HOURS EMERGENCY SERVICE WHILE TRAVELING WITHIN
THE U.S. PLEASE CALL 1-877-454-8785
AND USE VIT CODE - SRX0F.
YOUR RECORD LOCATOR IS - BXRMYV
A FEE APPLIES TO ALL EMERGENCY ASSISTANCE CALLS AND IS IN
ADDITION TO STANDARD PROCESSING FEES.
IF THE TOLL FREE NUMBER LISTED DOES NOT WORK FROM YOUR
CALLING AREA THEN YOU MAY CALL 916-376-3989 DIRECT.

Ticket/Invoice Information

Ticket for: VERNON WILLIAMS
Date issued: 5/7/2018 Invoice Nbr: 1958838
Ticket Nbr: DL7142993379 Electronic Tkt: Yes Amount: 556.40
Base: 491.16 US Tax: 36.84 USD XT Tax: 28.40 USD
Charged to: CA**********8819

Total Tickets: 556.40
Total Amount: 556.40

Click here 24 hours in advance to obtain boarding passes: Delta

Check In: It is advised you check in a minimum of 1 - 1.5 hours prior to departure for domestic flights, and 2 - 3 hours for international flights.

Baggage: Checked baggage polices vary by airline, frequent flyer status, booking class, bag size, and weight. Fees may apply if you plan to check bags, or you plan to carry sports equipment, or an odd-shaped item, or your bag exceeds airline weight limits.

Click here for carrier Baggage policies and fees: Delta

E-Tickets: You must provide proper photo I.D. and flight numbers or airline confirmation number to obtain your boarding pass.

Aircraft Disinsection Notice: Some countries require insecticide spraying of aircraft prior to a flight or while you are on the aircraft. Federal law requires that we refer you to DOT's disinsection website or navigate to http://www.dot.gov/office-policy/aviation-policy/aircraft-disinsection-requirements.

Hazardous Materials: Federal law forbids the carriage of certain hazardous materials, such as aerosols, fireworks, and flammable liquids, aboard aircraft. If you do not understand these restrictions, contact your airline or go to http://www.faa.gov/about/initiatives/hazmat_safety/.

For after Hours Emergency Service while traveling within the U.S. please call: 1-877-874-9111 and use VIT code: **SRX0F.**
Your record locator is: **BXRMYV**
A fee applies to all emergency assistance calls and is in addition to standard processing fees. If the toll free number listed does not work from your calling area then you may call 310-752-9111 direct or place a collect call to 310-752-9113.

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TSA Secure Flight Program Information click here or navigate to http://www.tscorporate.com/tsa to review.

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Your Sunday afternoon trip with Uber

UR

Uber Receipts <uber.us@uber.com>
Sun 5/13, 12:01 PM
Vernon Williams

Reply all

Inbox

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Uber logo

$86.02

Thanks for choosing Uber, vernon

May 13, 2018 | uberX

01:52pm | 176 Brown Ave, Manchester, NH

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GARZA 002856

03:01pm | Airport Rd - Departure Level, Boston, MA

Picture of Sabah

You rode with Sabah

54.40	01:08:39	uberX
miles	Trip time	Car

One star two stars three stars four stars five stars

ADD A TIP

Your Fare

Trip Fare	$80.92
Subtotal	**$80.92**
Tolls, Surcharges, and Fees	$5.10

CHARGED
Personal •••• 5809

$86.02

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GARZA 002857

Attachment F

TRAINING ☐ (Click One) NON-TRAINING ☑	Los Angeles Police Department REQUEST FOR TRAVEL AUTHORITY *FOR NON-INVESTIGATIVE TRAVEL ONLY*	CED CONTROL NUMBER
DATE SUBMITTED: March 17, 2019	DATES OF TRAVEL — DEPARTURE: 3/17/2019 — RETURN: 3/18/2019	DESTINATION (CITY/STATE/COUNTRY): San Jose, Ca
TITLE OF TRAVEL/TRAINING: SECURITY DETAIL FOR THE MAYOR OF LOS ANGELES		TRANSPORTATION MODE(Check): Automobile: Personal ☐ City ☐ Air ☑ Other* ☐ (If a personal vehicle will be used, participant(s) must comply with Manual Section 3/390.57.)
TRAINING COORDINATOR OR DESIGNEE: Lt II Armando Perez #25581	PHONE #: (213) 359-5116	

TRAVELING EMPLOYEE	SERIAL#	CURRENT ASSIGNMENT OF EMPLOYEE
#1: RANK, FIRST & LAST NAME: Officer Burton Strogatz	26006	Metropolitan Division
#2: RANK, FIRST & LAST NAME: Officer Matthew Garza	34334	Metropolitan Division
#3: RANK, FIRST & LAST NAME:		

SOURCE OF FUNDING (CLICK ALL APPLICABLE BOXES) - SOURCES IN ITALICS REQUIRE PRIOR APPROVAL

NO EXPENSE ☐ | EMPLOYEE FINANCED ☐ | *GENERAL FUND** ☐ | OUTSIDE AGENCY* ☐ | *NALTF (SID ONLY)* ☐ | *SPA (DETECTIVE BUREAU ONLY)* ☐ | REVOLVING TRAINING FUND ☐ | *POST LETTER OF AGREEMENT* ☐ | *CAO RULE 6* ☑ | DONATION* ☐ | OTHER* ☐

TRAVEL COSTS	# of Emp. X	# Days X	Cost =	Sub-Total
TUITION				
PER DIEM: LODGING	2	1	$821.60	$821.60
SUBSISTENCE	2	2	$99.00	$198.00
VEH RENTAL	2	2	$177.50	$355.00
MISC EXPENSES *				
AIR FARE	2		$352.50	$704.97

TOTAL AMOUNT OF DEPARTMENT FUNDS REQUESTED: $2,079.57

GRAND TOTAL: $2,079.57

MUST BE SUBMITTED TO CONTINUING EDUCATION DIVISION 45-DAYS PRIOR TO DEPARTURE

MET ☐ NOT MET ☑ **IF NOT MET, EXPLAIN IN NARRATIVE/PURPOSE SECTION.**

NARRATIVE/PURPOSE: (INCLUDE DESCRIPTION OF EMPLOYEE DUTIES, NATURE OF TRAVEL, COURSE/SEMINAR/WORKSHOP, INCLUDE FUNDING SOURCE, CLARIFICATION ON TRANSPORTATION OR EXPLANATION OF MISC. EXPENSES IF NEEDED AND APPLICABLE CHIEF LEGISLATIVE ANALYST OR MAYORAL NOTIFICATIONS.)

The Mayor of Los Angeles is traveling to San Jose, CA to conduct business. As such, the Mayor will be traveling with two Los Angeles police officers for security.

For safety/tactical purposes, a full size SUV is required for rental. This requirement allows officers to perform their duties as dignitary protection for the Mayor in the event of a mobile attack or a necessary counter maneuver. It is also necessary for us to lodge at the same location, even though this may exceed the standard government daily rate.

This travel authority does not meet the 45 day requirement since the itinerary was received on 3/17/19 by Sgt. Green.

T.O.

Signatures below certify that the travel/training is in the best interest of the Department and City.

REQUESTING DIVISION: OFFICE OF THE CHIEF OF POLICE	COMMANDING OFFICER NAME/SIGNATURE	DATE 4-22-19
REQUESTING GROUP (IF APPLICABLE)	COMMANDING OFFICER NAME/SIGNATURE	DATE
REQUESTING BUREAU: OFFICE OF THE CHIEF OF POLICE	COMMANDING OFFICER NAME/SIGNATURE	DATE 4-22-19

Revised 2/03

This form to be completed by Training Coordinator or designee except shaded area.
Attach supporting documentation (i.e. course brochures, course syllabus, announcements, etc.)
* Explain in Narrative/Purpose section.

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CITY OF LOS ANGELES

PERSONAL EXPENSE STATEMENT

FORM Gen 18 (REV. 07/2011)

(1) TRAVEL AUTHORITY (GAETL) NO.	(31) DEPARTMENT ACCOUNTING USE ONLY
(2) EMPLOYEE Garza, Matthew	FMS DOC ID NO
(3) DEPT LAPD/Metropolitan Div/Mayor Dtl (4) POSITION Police Officer 3+1	CASH ADVANCES YES ☐ NO ☐
(5) DESTINATION San Jose, Ca	DEMAND NO / DEMAND DATE
(6) DATES OF TRIP *FROM* 03/17/2019 **TO 03/18/2019**	CONTACT PERSON

(7) YEAR 2019 / (8) DATE (MM/DD)	(9) LOCATION / DESCRIPTION WHERE EXPENSES WERE INCURRED/ BRIEF DESCRIPTION OF EXPENSE (MUST BE ITEMIZED PER DAY)	(10) LODGING	(11) MEALS AND INCIDENTALS	(12) TRANSPORTATION	(13) MISC. EXP.	(14) TOTAL
03/17	San Jose, Ca/Airfare (TL#0706048)			284.06		284.06
03/17	San Jose/Lodging/Meals/Tips	410.80	49.50			460.30
03/18	San Jose/Meals/Tips		49.50			49.50
	(16) SUBTOTALS	410.80	99.00	284.06		

(16) CLAIM TOTAL , this page $ 793.86

(30) Remarks/Comments

(17) TOTAL FROM PAGE 1	$ 793.86
(18) TOTAL FROM PAGE 2	$
(19) TOTAL EXPENSES	$ 793.86
(20) LESS OTHER EXPENSES PAID BY CITY	
(21) CASH ADVANCE	$ 0.00
(22) EXPENSES PAID BY CITY TRAVEL CARD	410.80
(23) AIRFARE PAID BY CITY	284.06
(24) TOTAL OTHER EXPENSES PAID BY CITY	$ 694.86
(25) TOTAL DUE TO EMPLOYEE	$ 99.00

I HEREBY CERTIFY that the above is a true statement of the travel expenses incurred by me in accordance with travel policies and procedures in the service of the CITY OF LOS ANGELES. I further certify that the above expenses were necessary in connection with the performance of my duties.

(26) CLAIMANT'S SIGNATURE	(27) DATE (mm/dd/yy)	(28) SIGNATURE OF APPROVING AUTHORITY	(29) DATE (mm/dd/yy)
M.G. # 34334	03/20/2019	T.D.G.	4.19.19

DEPARTMENTS ARE REQUIRED TO MAINTAIN ORIGINAL SUPPORT DOCUMENTATION FOR AT LEAST 5 YEARS

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PERSONAL EXPENSE STATEMENT

Page _____ of _____

(7) YEAR 2019 / (8) DATE (MM/DD)	(9) LOCATION / DESCRIPTION WHERE EXPENSES WERE INCURRED/ BRIEF DESCRIPTION OF EXPENSE (MUST BE ITEMIZED PER DAY)	(10) LODGING	(11) MEALS AND INCIDENTALS	(12) TRANSPORTATION	(13) MISC. EXP.	(14) TOTAL
	(15) SUBTOTALS					
						(16) CLAIM TOTAL , this page $

Statewide Travel Program

TravelStore
707 3rd Street
MS600
West Sacramento, CA 95606
Ph: 877-454-8785
Fx: 916-376-3999

ADD TO OUTLOOK

Monday, 18MAR 2019 08:00 PM EDT

Passengers: MATTHEW S GARZA (19-70-06048-34334)

Record Locator: REFLHC
Agent: Karen Hull Karen.h@caltravelstore.com
Agent Direct Phone: 916-376-3989 Ext 47

Please review the itinerary below for accuracy and verify that names appear exactly as on photo ID or passport. Contact our office within 24 hours if you notice any discrepancies.

Beginning October 1, 2020, every state and territory resident will need to present a REAL ID compliant license/ID, or another acceptable form of identification, for boarding commercial aircraft. The card must be REAL ID compliant unless the resident is using an alternative acceptable document such as a passport. For complete details, please visit https://www.dhs.gov/real-id.

International Travel: When traveling internationally a passport or visa may be required and in most cases your passport must be valid for at least 6 months beyond your return travel date. Please be sure to verify requirements with your agent, click here or navigate to http://travel.state.gov

THIS TICKET IS NONREFUNDABLE. CHANGES SUBJECT TO FEE/ADVANCED CANCELLATION NOTICE REQUIRED IF TICKET WILL NOT BE USED.

AIR	**Sunday, 17MAR 2019**		
	Southwest Airlines	**Flight Number:** 2600	Class: N-Coach/Economy
	From: (BUR) Burbank CA, USA	**Depart:** 04:00 PM	
	To: (SJC) San Jose CA, USA	**Arrive:** 05:10 PM	
	Stops: Nonstop	Duration: 1 hour(s) 10 minute(s)	
		Status: CONFIRMED	Miles: 295 / 472 KM
	Equipment: Boeing 737-700 Jet		
	ARRIVES SJC TERMINAL B		
	Southwest Airlines Confirmation number is MBNX7G		
AIR	**Monday, 18MAR 2019**		
	Southwest Airlines	**Flight Number:** 1151	Class: G-Coach/Economy
	From: (SJC) San Jose CA, USA	**Depart:** 10:15 PM	
	To: (LAX) Los Angeles CA, USA	**Arrive:** 11:40 PM	
	Stops: Nonstop	Duration: 1 hour(s) 25 minute(s)	
		Status: CONFIRMED	Miles: 307 / 491 KM
	Equipment: Boeing 737-700 Jet		
	DEPARTS SJC TERMINAL B - ARRIVES LAX TERMINAL 1		
	Southwest Airlines Confirmation number is MBNX7G		
OTHER	**Thursday, 1AUG 2019**		
	WE APPRECIATE YOUR BUSINESS		

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SERVICE SURVEY AT WWW.SURVEYMONKEY.COM/R/HQHJ8PF
CALTRAVELSTORE PHONE NUMBER 877 454-8785
NO CAR REQUESTED AT TIME OF BOOKING
NO HOTEL REQUESTED AT THE TIME OF BOOKING
PLEASE PRESENT/RECONFIRM YOUR FREQUENT TRAVELER NUMBER UPON CHECK IN.
FOR AFTER HOURS EMERGENCY SERVICE WHILE TRAVELING WITHIN
THE U.S. PLEASE CALL 1-877-454-8785
AND USE VIT CODE - SRX0F.
YOUR RECORD LOCATOR IS - REFLHC
A FEE APPLIES TO ALL EMERGENCY ASSISTANCE CALLS AND IS IN
ADDITION TO STANDARD PROCESSING FEES.
IF THE TOLL FREE NUMBER LISTED DOES NOT WORK FROM YOUR
CALLING AREA THEN YOU MAY CALL 916-376-3989 DIRECT.
SOUTHWEST TICKETS ARE VALID ON SOUTHWEST AIRLINES ONLY.
SOUTHWEST DOES NOT PRE-ASSIGN SEATS
ALL FLIGHTS REQUIRE CHECK IN ONLINE OR AT THE AIRPORT

Ticket/Invoice Information

Ticket for: MATTHEW S GARZA
Ticket Nbr: WN2449951234 Electronic Tkt: No Amount: 284.06
Base: 237.64 Tax: 46.42
Charged to: CA**********8819

Ticket for: S MATTHEW
Ticket Nbr: WN2452358700 Electronic Tkt: No Amount: 0.00
Base: 0.00 Tax: 0.00
Charged to: CA**********8819

Total Tickets: 284.06
Total Amount: 284.06

Click here 24 hours in advance to obtain boarding passes: Southwest

Check In: It is advised you check in a minimum of 1 - 1.5 hours prior to departure for domestic flights, and 2 - 3 hours for international flights.

Baggage: Checked baggage polices vary by airline, frequent flyer status, booking class, bag size, and weight. Fees may apply if you plan to check bags, or you plan to carry sports equipment, or an odd-shaped item, or your bag exceeds airline weight limits.

Click here for carrier Baggage policies and fees: Southwest

E-Tickets: You must provide proper photo I.D. and flight numbers or airline confirmation number to obtain your boarding pass.

Aircraft Disinsection Notice: Some countries require insecticide spraying of aircraft prior to a flight or while you are on the aircraft. Federal law requires that we refer you to DOT's disinsection website or navigate to http://www.dot.gov/office-policy/aviation-policy/aircraft-disinsection-requirements.

Hazardous Materials: Federal law forbids the carriage of certain hazardous materials, such as aerosols, fireworks, and flammable liquids, aboard aircraft. If you do not understand these restrictions, contact your airline or go to http://www.faa.gov/about/initiatives/hazmat_safety/.

For after Hours Emergency Service please call: 1-877-874-9111 and use VIT code: **SRX0F.**
Your record locator is: **REFLHC**
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Additional terms and conditions apply click here or navigate to http://www.travelstore.com/legal to review.

Visit us online for additional travel information.

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625 El Camino Real
Palo Alto, CA 94301
United States
Tel: 650-328-2800 Fax: 650-327-7362

Sheraton

Matt Garza
AC2021 - Accelerator For America IND

Page Number	:	1	
Guest Number	:	2166003	
Folio ID	:	A	
Arrive Date	:	17-MAR-19	18:07
Depart Date	:	18-MAR-19	10:32
No. Of Guest	:	1	
Room Number	:	3015	
Marriott Bonvoy Number	:		

Sheraton Palo SJCSI MAR-18-2019 12:49 LIZ

Date	Reference	Description	Charges (USD)	Credits (USD)
17-MAR-19	RT3016	Rooms Department	0.70	
17-MAR-19	RT3016	Room Chrg - Grp - Association	359.00	
17-MAR-19	RT3016	Room Tax	50.26	
17-MAR-19	RT3016	County Tax	0.84	
18-MAR-19	VI	Visa Card-2711		-410.80

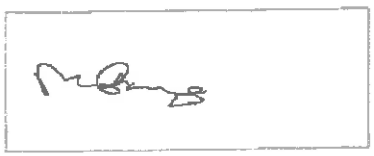
For Authorization Purpose Only
xxxxxx2711

Date	Code	Authorized
17-MAR-19	023728	430.8

Approve EMV Receipt for VI - 2711: no CVM
IAD:06010A03600002 TVR:0080008000 AID:A0000000031010O1
Application Label:VISA CREDIT TSI:F800 ARC:00
CHIP READ

** Total	410.80	-410.80
*** Balance	-0.00	

I agreed to pay all room & incidental charges.



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Attachment G

Electronically FILED by Superior Court of California, County of Los Angeles on 08/17/2020 01:01 PM Sherri R. Carter, Executive Officer/Clerk of Court, by M. Barel,Deputy Clerk

KEVIN M. LOEW, ESQ., CA Bar No. 238080
JILLIAN RICE-LOEW, ESQ., CA Bar No. 253003
SUSAN M. ULRICH, ESQ., CA Bar No. 302253
kloew@waterskraus.com
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222 N. Pacific Coast Highway, Suite 1900
El Segundo, CA 90245
310-414-8146 Telephone
310-414-8156 Facsimile

Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

MATTHEW GARZA, Plaintiff, vs. JOHN DOE 1, JOHN DOE 2, JOHN DOE 3, JOHN DOE 4, JOHN DOE 5 and DOES 1-100 et al. Defendants.	Case No. 20STCV31085 **COMPLAINT FOR DAMAGES**

NATURE OF THE ACTION

The Catholic Church has known of the widespread and pervasive sexual abuse of children perpetrated by catholic priests since the 8th century A.D. During this time and throughout the history of the church, the hierarchy was concerned that priests were using confessional to sexually abuse and assault children. Despite this knowledge, the Pope at the time decided that only priests known to be repeat offenders should be prosecuted under the disciplinary process internal to the Catholic Church.

In more recent history, the Catholic Church began to understand that sexual abuse of children

perpetrated by priests could have a detrimental impact on their organization and in 1866 Pope Pius IX ordered that that those involved in or investigating incidents of sexual abuse perpetrated by priests maintain "absolute secrecy" and that the details of these investigations were to be "completely suppressed by perpetual silence." This code of secrecy regarding the sexual abuse of children was reaffirmed by the hierarchy of the Catholic Church in 1922, 1962 and even as recently as 2001.

The pervasiveness of sexual abuse of children by priests was so widespread that father Gerald Fitzgerald, a priest charged with treatment of priests suffering from addiction and mental health issues, recommended that priests known to have sexually abused children should not be allowed to function as priests. As early as the 1940s, Father Fitzgerald advocated that priests who sexually abused children be laicized, or dismissed, from the priesthood. From the 1940s through the 1960s Father Fitzgerald implored the church to take decisive action to protect children from sexual abuse perpetrated by priests.

Despite the Catholic Church's extensive, centuries long knowledge of the widespread sexual abuse of minors perpetrated by its priests, the church stayed silent, never report the abuse to civil authorities, and allowed these priests to continue serving as pastors in parishes throughout the United States and the world. The Catholic Church and the leaders of its dioceses not only failed to take reasonable steps to protect children from being sexually abused, the steps they did take guaranteed that thousands of children between the early 1900s and 2000s were sexually abused by Catholic priests. This is true because, instead of prosecuting and expelling these predators, the Catholic Church and Bishops of the dioceses where these predators worked hid the abuse and routinely transferred them to new churches within a diocese, to a different diocese, or to churches in other countries. This secret and cruel policy ensured that civil authorities and the general public would never discover the predators in their communities until it was too late.

Based on the wrongful conduct of the Catholic Church, JOHN DOEs 1-5, Does 1-100, and each of them, a reasonable person could and would conclude that the Catholic Church and Defendants knowingly and recklessly disregarded the abuse of children and chose to protect the offending priests and the church's wealth and reputation instead of those who deserved protection. The result is that thousands of children were sexually abused by priests throughout the United States and the world. MATTHEW

GARZA was one of the children who was sexually abused because of the Catholic Church's and the Defendants wrongful conduct.

I. PARTIES

1. Plaintiff MATTHEW GARZA is an adult male born on June 21, 1976. Mr. Garza is a resident of California and resided in Los Angeles County at all times relevant to the allegations set forth in this complaint.
2. Plaintiff was a minor, approximately 10 years old, during the periods of sexual assault alleged herein beginning in approximately 1986.
3. Upon information and belief, the Defendant JOHN DOE 1 is a California domestic non-profit corporation with its principle place of business located at 3424 Wilshire Boulevard, Los Angeles, California 90010.
4. Upon information and belief, Defendant JOHN DOE 2 is a religious institution, of a form presently unknown, physically located in the City and County of Los Angeles.
5. Upon information and belief, Defendant JOHN DOE 3 is a California domestic non-profit corporation with its principle place of business located at 401 Wilshire Blvd. #300, Santa Monica, California 90401.
6. Upon information and belief, Defendant JOHN DOE 4 is a non-profit corporation with its principle place of business in the City and County of Los Angeles, California.
7. Upon information and belief, Defendant JOHN DOE 5 is a Minnesota non-profit corporation with its principle place of business located at 2900 Abbey Plaza, Collegeville, MN 56321.
8. The true names and capacities, whether individual, corporate, associate or otherwise of Defendants DOES 1-100 are unknown to Plaintiff who therefore sues said Defendants by such fictitious names. When the true names and capacities of said Defendants have been ascertained, Plaintiff will seek leave of court to amend this complaint to allege such true names and

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GARZA 002869

capacities. Upon information and belief, each of the Defendants designated as a Doe herein is liable in some manner for the acts, occurrences and omissions hereinafter alleged.

9. Upon information and belief, at all times mentioned in this complaint Defendants JOHN DOE 1, JOHN DOE 2, JOHN DOE 3, JOHN DOE 4, JOHN DOE 5, and DOES 1-100 and, each of them ("Defendants") owned, operated, maintained, controlled, and financed churches, hospitals, rectories, schools, camps, and/or retreats throughout Los Angeles County. Defendants were and are responsible for all activities and services conducted on behalf of the church at these churches, hospitals, rectories, schools, camps, and retreats. In conducting these activities and services, Defendants employed administrators, priests, counselors, including members of Defendant JOHN DOE 5, and others to provide care, instruction and supervision for the physical and spiritual needs of minor students at St. Benedict's Catholic Elementary School and parishioners at Saint Benedict's parish in Montebello, California.

10. At all times mentioned in this complaint Defendants were the agents and employees of Defendants, acting within the course and scope of their agency and employment, and with the authorization, permission, consent, and ratification of their co-Defendants.

11. At all times relevant to the allegations herein, Father Luke Gonzalez was an agent and/or employee of Defendants, acting within the course and scope of his agency and employment, and with the authorization, permission, consent, and ratification of Defendants.

II. FACTS SUPPORTING LIABILITY AS TO ALL DEFENDANTS

12. At all times mentioned in this complaint, Defendants controlled and supervised the assignments and reassignments, including location, position, duties, and involvement with minor parishioners, of the priests, including Father Luke Gonzalez, and maintained at least concurrent supervision and control of those priests within their geographic jurisdiction.

13. Defendants induced and persuaded students, including Plaintiff, and other minor students and residents, to accept, rely on, believe, and participate in the spiritual instruction and guidance,

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nurturing, services, and activities provided by priests conducted on behalf of and under the supervision and control of Defendants.

14. At all times mentioned in this complaint, Defendants placed their priests at the center of church-sponsored activities to preside over the spiritual lives of all parishioners, including minor parishioners and students, particularly those students, including Plaintiff, who were extremely vulnerable to the influence, authority, assistance, and spiritual guidance provided to them at a time of both physical and spiritual need. Under the canonical law, the primary role of the priest is to teach, sanctify, and govern, with special care to be taken for the education, care, and nurturing of young adults.

15. The conduct of a priest is seen as the embodiment of Christ's word. Minor parishioners and students are particularly vulnerable to the authority and control a priest exercises over them. Minor parishioners are and were taught to rely on, revere, believe, and obey priests who are and were under the supervision and control of Defendants including at schools, rectories, retreats, and camps.

16. Upon information and belief, at all times mentioned in this complaint Father Luke Gonzalez was a priest employed by and under the supervision and control of Defendants, and each of them. At all times mentioned in this complaint Father Luke Gonzalez was an adult, and over the age of 21 years.

17. Upon information and belief, prior to the events giving rise to this complaint, Defendants, and each of them, had actual or constructive knowledge that Father Luke Gonzalez had a history of engaging in sexually inappropriate conduct with minors. Despite such knowledge, Defendants continued to allow Father Luke Gonzalez to work in positions and locations in which he would have close and unsupervised contact with minor students, including Plaintiff.

18. In approximately 1986, Plaintiff was student at St. Benedict's Catholic Elementary School located in Montebello, California.

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19. Upon information and belief, in approximately 1986, Father Luke Gonzalez was assigned by Defendants, and each of them, as a pastor at St. Benedict's parish. Father Luke Gonzalez was assigned to provide spiritual guidance, nurturing, care, instruction, and supervision for students St. Benedict's Catholic Elementary School, including Plaintiff.

20. Beginning in approximately 1986, Father Luke Gonzalez in his official role as spiritual advisor and counselor, began visiting Plaintiff's class at St. Benedict's Catholic Elementary School. During the course of the visits, Father Luke Gonzalez asked Plaintiff whether he went to church on Sunday. When Plaintiff answered that he and his family had not attended church, Father Luke Gonzalez told him that he was going to hell. Father Gonzalez told Plaintiff that he should go to confession to repent for the sin of not attending church.

21. Father Gonzalez repeatedly encouraged Plaintiff to go to confession for not attending mass and after several promptings, Plaintiff followed Father Luke Gonzalez to the confessional.

22. The first time that Plaintiff followed Father Gonzalez to the confessional, Father Gonzalez kissed him on the head and told him that it was his parents' fault he was going to hell.

23. As Plaintiff continued to attend confession, Father Gonzalez's physical contact with him increased. He began by hugging and kissing Plaintiff. After a few occasions, Father Gonzalez began to sexual assault Plaintiff. He fondled Plaintiff's penis underneath his uniform and forced Plaintiff to fondle Father Gonzalez's penis. Father Gonzalez also forced Plaintiff to perform oral sex on him and forced Plaintiff to let him perform oral sex on the Plaintiff.

24. Father Gonzalez repeatedly sexually assaulted and exploited Plaintiff by engaging in illegal sexual contact with Plaintiff when Plaintiff was under the age of eighteen on at least seven occasions over a two-year period during the Catholic rite of confession.

25. As a result of Plaintiff's position as a minor, together with Father Luke Gonzalez's position as a priest with the Defendants, and each of them, Father Luke Gonzalez was able to come in contact with, and have control and influence over the Plaintiff.

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26. Father Luke Gonzalez was in a position to and did manipulate Plaintiff and his family such that he could repeatedly be alone with Plaintiff during the Catholic rite of confession.

27. After each of the assaults, Plaintiff was confused, bewildered, and afraid. Father Gonzalez's repeated sexual assaults caused Plaintiff to feel dirty, embarrassed, and ashamed. Because Plaintiff was afraid and confused, he did not tell anyone of the assaults at home or school.

28. Plaintiff is informed and believes, and on that basis alleges that Defendants had actual and constructive knowledge that Father Luke Gonzalez was abusing his spiritual authority and was engaging in sexual misconduct with minors, including Plaintiff. Despite this knowledge, Defendants took no reasonable steps to address the conduct of Father Luke Gonzalez.

29. Upon information and belief, Defendants failed to take reasonable steps or implement reasonable safeguards to protect Plaintiff and others from the acts of childhood sexual assault perpetrated by Father Luke Gonzalez.

30. Upon information and belief, Defendants fraudulently concealed and engaged in a cover up of Father Luke Gonzalez's sexual assault of minors and continued to assign and supervise him in a manner which permitted and enabled Father Gonzalez to repeatedly sexually assault and molest Plaintiff. This conduct on the part of Defendants, and each of them, was done with an understanding of the grave danger presented to Plaintiff and those similarly situated, and was, thereby despicable, malicious, oppressive, and fraudulent.

31. The repeated sexual and physical assault of Plaintiff, and the circumstances under which it occurred caused Plaintiff to develop various coping mechanisms, including shame, self-blame, repression, and fear. As an adult, Plaintiff suffered and continues to suffer anxiety, depression, and other symptoms of mental illness.

32. As a direct and proximate result of the Defendants' wrongful conduct, Plaintiff has suffered and continues to suffer, great pain of mind and body, shock, emotional distress, physical manifestations of emotional distress, embarrassment, loss of self-esteem, disgrace, humiliation,

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and loss of enjoyment of life. Plaintiff was prevented and will continue to be prevented from performing the daily activities and obtaining the full enjoyment of life. As a further direct and proximate result of the Defendants' wrongful conduct, Plaintiff incurred, and will continue to incur expenses for the medical and psychological treatment of his injuries.

33. The conduct of Defendants, and each of them, as described in this complaint, constitute a cover-up as defined by C.C.P § 340.1 (2)(b)(1), and entitles Plaintiff to an award of treble damages against Defendants, and each of them.

FIRST CAUSE OF ACTION
(Childhood Sexual Assault As Defined By C.C.P. Section 340.1)
(Against all Defendants)

34. Plaintiff incorporates herein by this reference all paragraphs of this Complaint as if fully set forth herein.

35. Beginning in approximately 1986 Father Luke Gonzalez engaged in unpermitted, harmful and offensive sexual conduct and contact upon the person of Plaintiff on at least seven occasions as defined by California Code of Civil Procedure Section 340.1.

36. As a result of the above-described conduct, Plaintiff has suffered, and continues to suffer great pain of mind and body, shock, emotional distress, physical manifestations of emotional distress, embarrassment, loss of self-esteem, disgrace, humiliation, and loss of enjoyment of life; was prevented and will continue to be prevented from performing his daily activities and obtaining the full enjoyment of life; has sustained loss of earnings and earning capacity; and / or has incurred and will continue to incur expenses for medical and psychological treatment, therapy, and counseling.

SECOND CAUSE OF ACTION
(Battery)
(Against All Defendants)

37. Plaintiff incorporates herein by this reference all paragraphs of this Complaint as if fully set forth herein.

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38. Beginning in approximately 1986, Father Luke Gonzalez engaged in unpermitted, harmful and offensive sexual contact upon the person of Plaintiff on at least seven occasions.

39. As a result of the above-described conduct, Plaintiff has suffered, and continues to suffer great pain of mind and body, shock, emotional distress, physical manifestations of emotional distress, embarrassment, loss of self-esteem, disgrace, humiliation, and loss of enjoyment of life; was prevented and will continue to be prevented from performing his daily activities and obtaining the full enjoyment of life; has sustained loss earnings and earning capacity; and / or incurred and will continue to incur expenses for medical and psychological treatment, therapy, and counseling.

THIRD CAUSE OF ACTION
(Assault)
(Against All Defendants)

38. Plaintiff incorporates herein by this reference all paragraphs of this Complaint as if fully set forth herein.

39. In approximately 1986, Father Luke Gonzalez by physically isolating Plaintiff from his teachers and school administrators intended to cause Plaintiff apprehension of an imminent harmful and offensive contact with his person.

40. As a result of Father Luke Gonzalez's acts, Plaintiff was in fact, placed in great apprehension of imminent harmful and offensive contact with Plaintiff's person.

41. In performing the acts alleged above, Father Luke Gonzalez acted with the intent of making contact with Plaintiff's person.

42. As a result of the above-described conduct, Plaintiff has suffered, and continues to suffer great pain of mind and body, shock, emotional distress, physical manifestations of emotional distress, embarrassment, loss of self-esteem, disgrace, humiliation, and loss of enjoyment of life; was prevented and will continue to be prevented from performing his daily activities and obtaining the full enjoyment of life; has sustained loss earnings and earning capacity; and / or incurred and

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will continue to incur expenses for medical and psychological treatment, therapy, and counseling.

FOURTH CAUSE OF ACTION
(Negligence)
(Against All Defendants)

43. Plaintiff incorporates herein by this reference each and every allegation contained in this complaint as if fully set forth herein.

44. Defendants, and each of them, had a duty to the to protect the minor Plaintiff from sexual assault and abuse perpetrated by Father Luke Gonzalez while Father Gonzalez was employed by and representing Defendants in the community and at St. Benedict's Parish and Catholic Elementary School.

45. Defendants, and each of them knew or reasonably should have known of Father Luke Gonzalez's dangerous propensities.

46. Defendants, and each of them, breached their duty to the Plaintiff while Plaintiff was a minor when they:

    a. engaged in a cover up of Father Luke Gonzalez's sexual assault of minors and continued to assign and supervise him in a manner which permitted and enabled Father Gonzalez to sexually assault and molest Plaintiff. This conduct on the part of Defendants, and each of them, was done with an understanding of the grave danger presented to Plaintiff and those similarly situated and;

    b. failed to take reasonable steps or implement reasonable safeguards to protect Plaintiff and others from the acts of childhood sexual assault perpetrated by Father Luke Gonzalez.

47. As a direct result of Defendants' breach of their duty to protect Plaintiff and ratification of Defendant Father Luke Gonzalez's conduct while Plaintiff was a minor, Plaintiff has suffered the injuries described herein.

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FIFTH CAUSE OF ACTION
(Negligent Retention/ Supervision/ Failure to Warn)
(Against All Defendants)

48. Plaintiff incorporates herein by this reference each and every allegation contained in this complaint as if fully set forth herein.

49. At all times mentioned in this complaint, Defendants were entrusted with the safety and security of Plaintiff. The relationship between Plaintiff and the Defendants gave rise to a duty on the part of Defendants to protect Plaintiff from the negligent and/or criminal acts of third parties, including Father Luke Gonzalez.

50. At all times mentioned in this complaint, Defendants were subject to a duty of care, to reasonably mange and supervise the agents and employees of Defendants and to reasonably conduct church-sponsored activities and services where resident priests were assigned and resided to avoid causing harm to others, including Plaintiff, and to avoid increasing the risks of harm to which others, including Plaintiff, may be subjected as a result of church-sponsored activities or services.

51. Prior to the time of Father Luke Gonzalez's assignment to provide spiritual guidance, nurturing, care, and supervision for students and parishioners of St Benedict's catholic parish and school, Defendants and each of them, knew or reasonably should have known that Father Luke Gonzalez had a history of abusing his spiritual authority over minor students and was engaging in sexual misconduct with minor students and parishioners at St. Benedict's, and that Father Luke Gonzalez should not have been permitted to serve in functions or locations which would allow him unsupervised access to minors. Despite such actual and constructive notice, Defendants, and each of them, negligently assigned Father Luke Gonzalez to positions providing direct care and emotional and spiritual guidance to students and during church activities, and church-sponsored educational services to minor students and residents, and negligently supervised Father Luke

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GARZA 002877

Gonzalez and the Plaintiff, thereby enabling and encouraging Father Luke Gonzalez to isolate Plaintiff in the confessional and sexually assault Plaintiff on at least seven occasions.

52. Upon information and belief, during the period when Father Luke Gonzalez was engaging and attempting to engage in the sexual assault of the minor Plaintiff, Defendants had actual or constructive knowledge that Father Luke Gonzalez was engaging in or had engaged in sexual misconduct with minors at other parishes, schools, camps, retreats, parishioners' homes, and other places and during activities controlled and operated by Defendants.

53. Despite such knowledge, Defendants, and each of them, did not make any reasonable attempt to determine the nature or full extent of Father Luke Gonzalez's sexual misconduct. Defendants, and each of them, ratified Father Luke Gonzalez's misconduct and did not undertake any reasonable effort to prevent continuing sexual misconduct by Father Luke Gonzalez, nor to respond to Father Luke Gonzalez's sexual misconduct through reasonable disciplinary procedures. Despite their actual and constructive knowledge of Father Luke Gonzalez's sexual misconduct, Defendants, and each of them, further ratified Father Luke Gonzalez's misconduct in failing to make any reasonable efforts to identify the victims of Father Luke Gonzalez's sexual assault, or to offer assistance or protection to those victims.

54. Defendants further failed to take to take even basic steps or implement reasonable safeguards to protect Plaintiff and others from the acts of childhood sexual assault perpetrated by Father Luke Gonzalez.

55. As a direct and proximate result of the wrongful conduct of Defendants, and each of them, Plaintiff was physically and mentally assaulted by Father Luke Gonzalez, and suffered injury and incurred damages as alleged in this complaint. Plaintiff's injuries and damages were aggravated by the negligence of Defendants, and each of them.

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SIXTH CAUSE OF ACTION
(Breach Of Fiduciary Duty)
(Against All Defendants)

56. Plaintiff incorporates herein by this reference all paragraphs of this Complaint as if fully set forth herein.

57. By holding Father Luke Gonzalez out as a qualified Roman Catholic Priest, religious instructor and counselor, and by undertaking the religious instruction and spiritual and emotional counseling of Plaintiff, Defendants, and each of them, entered into a fiduciary relationship with the minor Plaintiff.

58. Defendants, and each of them, breached their fiduciary duty to Plaintiff by engaging in the negligent and wrongful conduct described herein.

59. As a direct result of Defendants', and each of them, breach of their fiduciary duty, Plaintiff has suffered, and continues to suffer great pain of mind and body, shock, emotional distress, physical manifestations of emotional distress, embarrassment, loss of self-esteem, disgrace, humiliation, and loss of enjoyment of life; was prevented and will continue to be prevented from performing the daily activities and obtaining the full enjoyment of life; has sustained loss of earnings and earning capacity; and / or has incurred and will continue to incur expenses for medical and psychological treatment, therapy, and counseling.

SEVENTH CAUSE OF ACTION
(Fiduciary Fraud And Conspiracy)
(Against All Defendants)

60. Plaintiff incorporates herein by this reference each and every allegation contained in this Complaint as if fully set forth herein.

61. By holding Father Luke Gonzalez out as a qualified Roman Catholic priest, religious instructor and counselor, by undertaking the religious instruction and spiritual and emotional counseling of Plaintiff, and by accepting, through their agents, control and responsibility of the minor

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GARZA 002879

Plaintiff, Defendants and each of them entered into a fiduciary relationship with the minor Plaintiff.

62. As fiduciaries to Plaintiff, Defendants, and each of them, had the duty to obtain and disclose information relating to sexual misconduct of Father Luke Gonzalez.

63. Defendants, and each of them, misrepresented, concealed, and/or failed to disclose information relating to sexual misconduct of Defendant Father Luke Gonzalez.

64. Plaintiff justifiably relied upon Defendants, and each of them, for information relating to sexual misconduct of Father Luke Gonzalez.

65. Upon information and belief, Defendants, and each of them, in concert with each other and with the intent to conceal and defraud, conspired and came to a meeting of the minds whereby they would misrepresent, conceal, or fail to disclose information relating to the sexual misconduct of Father Luke Gonzalez.

66. By so concealing, Defendants, and each of them, committed at least one act in furtherance of the conspiracy.

67. As a direct result of Defendants', and each of their, fraud and conspiracy, Plaintiff has suffered and continues to suffer great pain of mind and body, shock, emotional distress, physical manifestations of emotional distress, embarrassment, loss of self-esteem, disgrace, humiliation, and loss of enjoyment of life.

EIGHT CAUSE OF ACTION
(Gross Negligence)
(Against All Defendants)

68. Plaintiff incorporates herein by this reference each and every allegation contained in this Complaint as if fully set forth herein.

69. As alleged above, the conduct of Father Luke Gonzalez and the Defendants' abject failure to provide even a basic level of protection for Plaintiff against the repeated sexual assault

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perpetrated by Father Luke Gonzalez constituted and extreme departure from what a reasonably care person would do in the same situation.

70. As a direct and proximate result of Defendants' grossly negligent conduct, Plaintiff was repeatedly sexually abused by Father Luke Gonzalez and has suffered and continues to suffer great pain of mind and body, shock, emotional distress, physical manifestations of emotional distress, embarrassment, loss of self-esteem, disgrace, humiliation, and loss of enjoyment of life.

71. As alleged above, defendants were guilty of oppression, fraud, and/or malice as defined in in the California Code of Civil Procedure section 3294, and Plaintiff should recover, in addition to actual damages, exemplary and punitive damages to make an example of and to Punish defendants, in an amount according to proof.

WHEREFORE, Plaintiff prays for judgment against Defendants and each of them as follows:

a. For general damages in a sum which will be shown according to proof;

b. For treble damages pursuant to C.C.P. 340.1 (a)(3)(b)(1);

c. For punitive and exemplary damages in an amount according to proof;

d. For medical expenses, loss of earnings and other incidental expenses according to proof;

e. For prejudgment interest;

f. For post judgment interest;

g. For costs of suit incurred; and

h. For such other and further relief as the Court deems just and proper.

DATED: August 17, 2020

WATERS, KRAUS & PAUL

By: _____

KEVIN LOEW, ESQ.
JILLIAN RICE-LOEW, ESQ.
SUSAN M. ULRICH, ESQ.
Attorneys for Plaintiffs

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GARZA 002881

DEMAND FOR JURY TRIAL

Plaintiff hereby demands trial by jury as to all issues so triable.

DATED: August 17, 2020

WATERS, KRAUS & PAUL

By: _____

KEVIN LOEW, ESQ.
JILLIAN RICE-LOEW, ESQ.
SUSAN M. ULRICH, ESQ
Attorneys for Plaintiffs

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GARZA 002882

Attachment H

CALIFORNIA

LAPD officer accuses top Garcetti advisor of sexual harassment

Rick Jacobs, center, shown in 2016, was named in a sexual harassment lawsuit filed by a Los Angeles police officer against the city of L.A. (Tasia Wells / Getty Images)

By DAKOTA SMITH, MATT HAMILTON, RICHARD WINTON

JULY 14, 2020 4:11 PM PT

A Los Angeles police officer who served as a bodyguard for Mayor Eric Garcetti for seven years has sued the city, alleging that he was sexually harassed repeatedly by one of the mayor's top advisors and that Garcetti witnessed some of the inappropriate behavior but did not stop it.

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LAPD Officer Matthew Garza, who worked on the mayor's security detail, alleged that longtime Garcetti consultant Rick Jacobs made crude sexual comments and touched him inappropriately over several years. The harassment took place on trips Garcetti took to Arizona, New Hampshire and elsewhere, the suit alleges.

In an emailed statement, Jacobs said, "This lawsuit is a work of pure fiction, and is out of left field. Officer Garza and I worked together for many years without incident. I will vigorously defend myself, my character and my reputation."

Garcetti spokesman Alex Comisar said, "the mayor has zero tolerance for sexual harassment and unequivocally did not witness the behavior that Officer Garza alleges."

Garza, a sworn LAPD officer since 1997, began working on Garcetti's security detail in October 2013, according to the lawsuit, filed Monday in Los Angeles Superior Court. The lawsuit alleges sex/gender harassment and the existence of a hostile work environment in violation of the California Fair Housing and Employment Act.

The harassment began around 2014 and continued until October 2019, except for a period beginning in mid-2016 when Jacobs was absent for unknown reasons, the lawsuit alleges.

Garza alleged that Jacobs would extend his hand for a purported handshake, but then pull Garza towards him to give a "long, tight hug," while simultaneously saying, "I love me my strong LAPD officers" or some other "inappropriate comment," according to the suit.

Jacobs also repeatedly talked about his young gay lover, his lover's penis and having "rough sex" with his gay partners, according to the lawsuit.

The lawsuit also alleges that "Garcetti was present on approximately half of the occasions when Jacobs behaved in this way, and witnessed Jacobs' conduct, but he took

no action to correct Jacobs' obviously harassing behavior."

"On some occasions, the mayor would laugh at Jacobs' crude comments," the lawsuit said.

Garza's lawsuit says he traveled with the mayor's team to Phoenix in March 2016 for a fundraiser. At one point, Garza entered a hotel bar where he spotted Jacobs, who motioned for Garza to come over and "sit on his lap," according to the lawsuit.

In May 2018, Garza accompanied Jacobs and Garcetti to New Hampshire so the mayor could give a college commencement address, and as Garza was driving the group, Jacobs on several occasions massaged Garza's shoulders from the backseat. Garcetti sat next to Jacobs, but didn't stop the unwanted advances, the lawsuit alleged.

And on an October 2018 trip to Mississippi, the group stopped at a gas station. Jacobs pointed to some Magnum brand condoms and asked Garza if he wears Magnum large condoms, according to the lawsuit.

The lawsuit also alleges that on "over a dozen occasions, both while Jacobs was employed by the city and after he left city employment, staffers in Mayor Garcetti's office apologized to [Garza] for Jacobs' harassing conduct."

"Nevertheless, the mayor's office never took any action to stop Jacobs' harassment of [Garza]," the lawsuit states.

Garza refused to return to the mayor's security detail last month because of Jacobs' behavior, the lawsuit says. He lost wages and other benefits because he was no longer working the higher-paying assignment, his suit claims.

Jacobs raised millions of dollars in support of Garcetti's 2013 mayoral campaign and was later given a top post in the mayor's office before stepping down in 2016. He works

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GARZA 002886

on several Garcetti-backed initiatives, including the Mayor's Fund for Los Angeles, a nonprofit.

The head of a Los Angeles County business organization accused Jacobs last year of threatening her group if its members opposed a tax measure supported by the mayor. Jacobs denied making the threat.

For his part, Garcetti has sought to position himself as a leader in combating sexual harassment at City Hall. Amid the national #MeToo movement in 2017, Garcetti ordered new reporting protocols, unveiled a city website for employees to lodge allegations and hosted a panel at the mayor's official residence on sexual harassment and assault.

When asked at the time if his office had dealt with harassment allegations by employees, Garcetti indicated he didn't know of any incidents.

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Dakota Smith

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Dakota Smith covers Los Angeles Mayor Eric Garcetti and City Hall for the Los Angeles Times.

Matt Hamilton

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Matt Hamilton is a reporter for the Los Angeles Times. He won the 2019 Pulitzer Prize for investigative reporting with colleagues Harriet Ryan and Paul Pringle and was part of the team of reporters that won a Pulitzer Prize for its coverage of the San Bernardino terrorist attack. A graduate of Boston College and the University of Southern California, he joined The Times in 2013.

Richard Winton

Twitter Instagram Email Facebook

Richard Winton is an investigative crime writer for the Los Angeles Times and part of the team that won the Pulitzer Prize for public service in 2011. Known as @lacrimes on Twitter, during 25 years at The Times he also has been part of the breaking news staff that won Pulitzers in 1998, 2004 and 2016.

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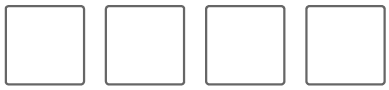

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Attachment I

Exclusive: Mayor of Los Angeles Repeatedly Witnessed Top Adviser's Alleged Sexual Misconduct

Yashar Ali Oct 19 11 7

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This summer, a 23-year veteran of the Los Angeles Police Department filed a lawsuit against the city. Officer Matthew Garza, who had served on the security detail that protects Los Angeles Mayor Eric Garcetti, alleged that one of Garcetti's top aides, Rick Jacobs, routinely assaulted and harassed him—and that Garcetti had witnessed the assault and harassment and did nothing to stop it, nor hold Jacobs accountable.

News of the lawsuit, filed July 13, was a moment that many Garcetti staffers had been dreading: when allegations of sexual misconduct by Jacobs, and the acceptance of it by the mayor—long an open secret among staff—would be exposed, putting the administration in the crosshairs of a possible investigation.

The allegations laid out in Garza's complaint sounded familiar to me because, over the course of a decade, from 2005 through 2015, Jacobs used to forcibly kiss me on the lips when I encountered him through my previous work in politics. After Garza's lawsuit became public, I confronted Jacobs via text message and also alerted one of Garcetti's top city hall aides about my past experiences with Jacobs.

More recently, I've discovered others who have had similar encounters with Jacobs.

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Now, three months after Garza filed his lawsuit and I shared my experiences with Garcetti's office, Jacobs remains at the top of the food chain in Garcetti's world, and it is unclear whether a formal investigation (even one conducted by an outside law firm) into the allegations has been conducted.

Garcetti's refusal to take formal, public action against Jacobs could expose the city of Los Angeles to significant civil liabilities. It has also created a work environment where administration staffers might be uncomfortable reporting sexual misconduct they've witnessed or experienced because they are dubious it will ever be followed up on, sources said.

But Jacobs holds tremendous sway in the Garcetti administration: His hands are in every pot, and his influence is broad and involves not only the mayor's administration but his political operation and philanthropic activities. He helped get the mayor elected in 2013 and was immediately named deputy chief of staff. He helped launch the nonprofit Mayor's Fund for Los Angeles, and he serves on its board as treasurer. And he co-founded (along with Garcetti) and runs Accelerator for America, a nonprofit that some saw as a vehicle to bring attention to Garcetti during a preliminary bid for president.

Despite leaving his city position in 2016 and no longer holding a formal role in any city or campaign entity controlled by Garcetti—and despite Garza's lawsuit—Jacobs is still considered the mayor's top adviser, sources say.

This story is based on interviews with more than a dozen sources over the course of three months. The sources include current and former Garcetti aides and allies; Democratic Party donors, staffers and officials; and LA government staffers. None of the sources was willing to speak on the record, either because they fear reprisal from Garcetti, members of his administration, his wife, Amy Wakeland, and Jacobs or because their current employers don't allow them to speak to reporters without prior authorization.

In response to a list of questions emailed to Garcetti's office, his administration didn't respond to any of the specific allegations laid out in this story but simply wrote: "The Mayor has zero tolerance for sexual harassment and all staffers are empowered to report problems to the Personnel Department. In 2018 the Mayor created themyvoicela.org portal to enable current and former City employees, elected officials, commissioners, and individuals who do business with the City to report harassment and discrimination. Complaints can be filed anonymously, by phone, fax, mail, online, and in-person to the Personnel Department."

Jacobs did not respond to an email requesting comment by the time this story was published.

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Garza alleges in his lawsuit that from 2014 to 2019, while he was on the mayor's security detail, Jacobs subjected him to a barrage of sexual harassment and assault. In his complaint, Garza says that Jacobs would make inappropriate comments about sex with younger men, male genitalia and how he would engage in rough sex. On multiple occasions, according to Garza, Jacobs would say in his presence: "You guys ready to fuck without KY?"

On other occasions, Garza alleges in his complaint, Jacobs would ask him to sit on his lap. Garza also says that Jacobs would forcefully hug him without consent and tell him, "You're so strong and handsome" and "Your muscles are so tight." He would often massage Garza's shoulders without consent, Garza says.

Garcetti was often present for Jacobs' harassment and assault, Garza says in his complaint, noting that "Mayor Garcetti was present on many, if not most of the occasions when Jacobs made sexually inappropriate comments, but the Mayor took no action to stop the comments from being made or even identify the comments as being inappropriate. On some occasions, the Mayor would laugh at Jacobs' crude comments."

Garza says that on more than a dozen occasions, Garcetti staffers apologized to him for Jacobs' conduct.

But Garza isn't the only one who says he has been treated this way. Two sources told me that Jacobs grabbed them without consent and forcibly kissed them at fundraisers in front of Garcetti. The mayor's reaction? To watch and then laugh it off as he continued to greet people.

A former Garcetti aide told me that Jacobs once grabbed them and forcibly kissed them on the lips. And another source told me they were warned that Garcetti's biggest liability was Jacobs and that the office could be sued for sexual harassment any day.

After Garza's lawsuit was filed, Garcetti's spokesman said, "The mayor has zero tolerance for sexual harassment and unequivocally did not witness the behavior that Officer Garza alleges."

Jacobs also responded, denying the allegations in a statement, noting, "This lawsuit is a work of pure fiction, and is out of left field. Officer Garza and I worked together for many years without incident. I will vigorously defend myself, my character and my reputation."

The city of Los Angeles is challenging Garza's lawsuit, saying, in part, that the statute of limitations had passed on some of the allegations and that Garza had never filed a formal complaint of harassment while he was on Garcetti's security detail.

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GARZA 002895

Some senior aides in Garcetti's administration also dismissed the veracity of Garza's lawsuit, suggesting that the union that represents the city's police officers, the Los Angeles Police Protective League, likely pushed Garza to file the suit as retribution for budget cuts Garcetti made to the LAPD in the aftermath of the George Floyd protests.

Typically, when an employee or aide is accused of any sort of misconduct, the employer will suspend the individual pending an investigation. Even when an employer or workplace isn't earnest in its attempt to root out sexual misconduct, it at least suspends the accused and conducts some sort of investigation to give the appearance that it cares about a workplace free of misconduct and hostility.

When it comes to Jacobs, Garcetti has done no such thing. In fact, two sources told me that the day the lawsuit was filed, the Mayor's Fund had a call with donors in which Jacobs was present, and neither he nor Garcetti made mention of the allegations. Some who were on the call were said to be stunned by the way in which Garcetti appeared to be sweeping everything under the rug.

In August, Garcetti said that Jacobs should be allowed to continue working for the Mayor's Fund and other mayoral projects. "This is something that should take a process forward," Garcetti told the Los Angeles Times, "but shouldn't keep somebody who has been a committed public servant from being able to continue to serve our community and our world."

Garcetti's reaction to the allegations against Jacobs are in far contrast to the tone he took in April 2018 when, amid the #MeToo movement, he announced a new initiative to curb sexual harassment and assault. "My Voice LA" was billed as "a new portal that will enable current and former City employees, elected officials, commissioners, and individuals who do business with the City to report harassment and discrimination online, 24/7."

As part of the announcement, Garcetti said: "Everyone in Los Angeles has the right to feel safe in their workplace. City Hall must set an example for L.A.'s entire workforce, by making a systemic shift in how we handle sexual harassment and discrimination reporting."

But according to multiple sources, a culture of silence, not openness, had been growing for years around allegations against Jacobs. The workplace culture in Garcetti's administration and political operation, which, according to sources, had already been hostile and toxic, had become even more so, with senior aides paranoid about whether staffers were secretly speaking with the media.

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'Nothing at All Is True. Nothing. It's Fabricated.'

When I saw the news about Garza's lawsuit and read the complaint, it all sounded familiar to me. That's because, over the years, Jacobs had forcibly kissed me on the lips on a number of occasions.

I never want to put myself in the middle of a story, but in this case, I've been left with no choice. Several prominent news outlets have slow-walked this story. I also ethically can't report out this news without revealing that I have been a victim of Jacobs' misconduct as well.

In my previous career, I worked in Democratic politics and would often encounter Jacobs at fundraisers. I considered him a friend, and we had many acquaintances in common. Jacobs would often host dinners at his home, where he would gather prominent power players in Los Angeles politics, culture and entertainment. I attended at least a half dozen of these dinners over the years.

The incidents where Jacobs would forcibly kiss me always happened in front of others and at political and social functions. Jacobs would grab my face and kiss me on the lips—always twice—and he would turn to other people who witnessed it and say, "He has the softest lips." Jacobs would also hug me in the same way Garza described in his complaint. A source described it to me as a "power hug," but Jacobs' hugs were more than hugs. I remember commenting to him once that he was hugging me so hard I felt like my teeth were going to break. (And besides, no one should be hugged without their consent.)

I never initiated or acted receptive to what Jacobs was doing, though I never told him to stop. Jacobs and I were never in a workplace environment, either. But forcibly kissing someone on the lips isn't normal interaction between friends and unquestionably requires consent. (It is also considered assault under California's penal code.) Over the years, I moved on and didn't give those interactions much thought. After the #MeToo movement was reignited and I interviewed many women and some men about their experiences with sexual assault, harassment and rape, I thought about Jacobs and what he had done to me, and I shared my frustration with friends about how I had responded to his assaults.

A stereotype about gay men, which is often rooted in homophobia, is that we're hypersexual and promiscuous—that we will accept anything when it comes to sexual interaction, whether it's desired or not, and that any sort of unwelcome touching is just the way gay men interact with each other. It's not only something that is placed on us as gay men, but it's also something that some gay men, including myself, internalize.

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Sources I spoke to told me that some of Jacobs' alleged harassment and assault had been dismissed in a similar fashion by people in Garcetti's circle—that his behavior was "just how gay men behaved."

When I asked people who knew Jacobs about the allegations, I received messages like, "Well, you know how Rick is" and "None of us are surprised." And I remembered how I had seen Jacobs at fundraisers over the years subjecting others to forcible kissing, grabbing and sexually explicit comments.

Jacobs' emphatic denials infuriated me, and I thought that if I confronted him, perhaps he would, under fear of public exposure, own up to it and take responsibility.

On July 14, I texted him:

> "Rick, I saw your statement denying the allegations by the lapd officer which is your right of course but you used to forcibly kiss me on the lips in front of other people all the time. I hated it. And you would often do it twice and then turn to people and remark how soft my lips were. It was not something I enjoyed at all. Did it make me feel unsafe? No. Do I know the circumstances around the lapd allegations? I don't. But did they feel familiar? Yes. I forgave you for what you used to do but if you behaved this way towards this man just be honest about it and deal with it. Denials won't help you if the allegations are true."

Jacobs replied: "Nothing at all is true. Nothing. It's fabricated." He didn't acknowledge my allegations at all.

I became angrier and more frustrated.

The next day I texted him again:

> "Rick, every single person I've spoken to about this in the past 21 hours has said similar things to me, all along the lines of 'well, you know how Rick is.' or 'That's rick for you.' You've got a problem, I don't believe you're a fundamentally bad person. But you've got a problem that you need to get help for."

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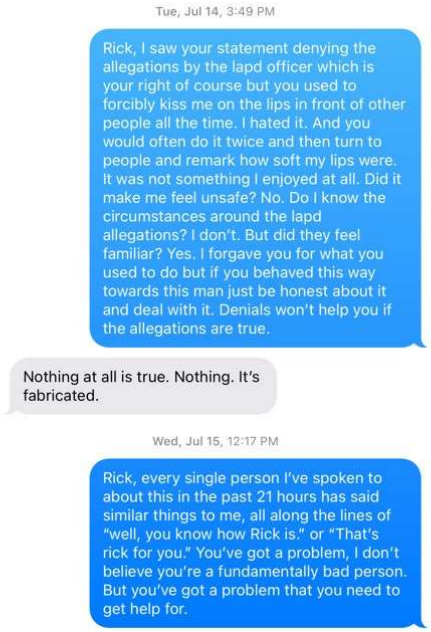

The text messages I exchanged with Jacobs after the lawsuit was filed against him.

I didn't hear from Jacobs again.

I was very close to tweeting about what Jacobs had subjected me to over the years and revealing that I had confronted him. But before I did, I decided to give a heads up to a senior aide to Garcetti whom I have known for years. I texted the aide on July 15, two days after the lawsuit was filed:

> "I just wanted to let you know that on many occasions Rick forcibly kissed me on the lips. I will likely be saying something about that soon."

The text message I sent to a senior Garcetti aide informing them of my allegations against Jacobs.

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The aide quickly called me. My conversation with them was off the record, so I can't reveal what was discussed, but I can share that I gave the aide the full rundown of what Jacobs had done over the years and told them I had confronted Jacobs in a text the day before. At no point did the aide attempt to persuade me to stay quiet, but I decided to hold off on reporting my story, hoping the mayor would take action on Garza's complaint.

Despite hearing my allegations three months ago, no one in the mayor's office, including the aide I spoke to, has attempted to contact me to learn more about what Jacobs did.

Garcetti's Ambition and His Future

From all appearances, Garcetti seems to have swept the allegations against Jacobs under the rug and is moving forward with his political ambitions. And his ambitions are as big as they come—and continue to include Jacobs.

Garcetti is so ambitious, sources say, he hasn't just been measuring the drapes in the Oval Office, he has been planning his presidential library. For 18 months in 2017 and 2018, Jacobs worked with Garcetti to build a potential presidential campaign, traveling to all the key early states with the mayor. Multiple sources say Jacobs came to the table with a Rolodex of progressive donors who could contribute money to Garcetti's campaign and political and philanthropic causes. Garcetti and Jacobs even founded another nonprofit called Accelerator for America, which, according to the website, "finds and develops solutions to economic insecurity and shares them with cities to create national change from the ground up."

The organization, whose advisory board members include mayors from cities across the country, including, at one point, former South Bend, Indiana, Mayor Pete Buttigieg, was seen by some as a vehicle to bring Garcetti attention and influence within key early states. Even though Garcetti announced in January 2019 that he wasn't going to run for president, Accelerator for America continues to operate, with Jacobs at the helm along with senior adviser Yusef Robb—a former communications director to Garcetti who was forced out after making disparaging comments about Garcetti's wife, Wakeland.

In January 2020, before the Iowa Caucuses, Garcetti endorsed Joe Biden for president. He went on to serve as a co-chair of Biden's vice presidential search committee, responsible for vetting potential candidates and advising Biden on a pick.

Garcetti has repeatedly been floated as a potential Cabinet member in a Biden administration. When asked by the Los Angeles Times about that possibility, Garcetti said, "It's more likely

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than not" he will serve out his term as mayor until 2022. Los Angeles imposes a two-term limit on mayors. "But I always look at it very openly about, you know, what can I help the most people with?" he added.

An Adviser Who Almost Always Gets His Way

With the exception of Garcetti's wife, Wakeland, Jacobs is the most influential adviser in the Los Angeles mayor's life. While Garcetti's longtime chief of staff, Ana Guerrero, may outrank him in title, sources say Jacobs outranks her with respect to the power he maintains in Garcetti's administration and political universe.

Jacobs has known Garcetti and Wakeland for more than a decade through progressive social circles and activism in Los Angeles. When Jacobs was the California chairman of Howard Dean's presidential campaign in 2004, Wakeland was an adviser. When Garcetti launched his mayoral campaign in 2011, Jacobs made himself invaluable by helping to raise money from progressive donors. But it wasn't until Jacobs formed an independent expenditure committee — which could raise unlimited amounts of money as long as it didn't coordinate with the candidate or his campaign—to help Garcetti combat his opponent, then-LA City Controller Wendy Greuel, that Jacobs solidified his power within Garcetti's world. The committee, which was named "Lots of People Who Support Eric Garcetti for Mayor 2013," raised more than $2 million and ran harsh attack ads against Greuel.

Rick Jacobs, former Vermont Governor and DNC Chairman Howard Dean, Amy Wakeland (the First Lady of Los Angeles), and LA Mayor Eric Garcetti

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Jacobs was rewarded with a top job in Garcetti's administration; his title was deputy chief of staff of operations. (He also held the unusual title of executive vice mayor, which raised eyebrows among city hall insiders.) Jacobs' role gave him control over departments like scheduling, which, in government, is often the center of power. Sources say Jacobs zealously controlled access to Garcetti, which only increased his power and caused more internal strife within the mayor's office.

According to sources I spoke with who are familiar with Garcetti's schedule, Jacobs, even after leaving Garcetti's administration in an official capacity in 2016, still maintains his influence over the mayor's life. For some time, Jacobs even had full control over Garcetti's Tuesday schedule to line up political and philanthropic meetings; those days were informally known as "Tuesdays with Rick." It's unclear whether Jacobs still has that control.

In Garcetti's world, Jacobs has developed a reputation for almost always getting his way, despite best efforts by other officials and advisers to convince Garcetti and Wakeland that Jacobs' counsel is misguided. Often, sources told me, Jacobs would get his way only after throwing what was described as a "temper tantrum." Jacobs was not only known for his routine sexual misconduct, sources said, but he had a reputation as a bully whose rage often could not be contained and made the work environment within the mayor's office hostile.

Jacobs' relationship with Garcetti is so close, two sources described it as almost Machiavellian. But Jacobs' relationship with Wakeland is even closer; multiple sources described their dynamic as codependent.

But as this scandal quietly threatens Garcetti's administration and his political career, neither Garcetti nor Wakeland appear to want to give up their attachment to Jacobs—no matter what the cost.

———

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garcetti hasnt done anything about jacobs because jacobs

as garcettis right hand man

has all the dirt on garcetti he needs to bury his administration 6 feet under

if he were so inclined

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Dash3456 Oct 20

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Attachment J

CALIFORNIA

Two more men accuse Garcetti advisor Rick Jacobs of sexual misconduct

Rick Jacobs, center, shown in 2016 when he served as deputy chief of staff to Mayor Eric Garcetti. Jacobs said Tuesday amid sexual misconduct allegations that he was taking a leave as a volunteer advisor to Garcetti. (Tasia Wells / Getty Images)

By DAKOTA SMITH, BENJAMIN ORESKES

OCT. 21, 2020 | 5 AM **UPDATED** 7:09 AM

Facing two new accusations of sexual misconduct, Rick Jacobs, a top political advisor to Mayor Eric Garcetti, said Tuesday night he will “take a leave” from his work amid increasing questions about the allegations.

Jacobs had previously served as Garcetti’s deputy chief of staff. He is currently on the board of the nonprofit Mayor’s Fund for Los Angeles and serves as its treasurer, and is chief executive of a nonprofit he founded with Garcetti focused on spurring economic development.

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Jacobs said in an emailed statement that he had dedicated himself to advocacy and public service for 17 years. He didn't address the allegations against him, saying, "I don't want this to be a distraction. Therefore, I will take a leave from my non-profit work and my volunteer political work with the mayor."

Jacobs in the past has denied any wrongdoing, and Garcetti has publicly stood by his longtime advisor. On Tuesday, the mayor released a statement saying he takes "seriously all allegations of harassment."

The accusations could become a political issue for the mayor, who is national co-chair of Joe Biden's campaign and has been mentioned as a possible Cabinet appointee if Biden wins the presidency.

The first sexual harassment allegation against Jacobs came this summer in a lawsuit filed by a Los Angeles police officer who worked as a bodyguard for Garcetti. The officer alleged that Garcetti witnessed inappropriate behavior by Jacobs toward him, but did not stop it. Garcetti has denied seeing any inappropriate behavior.

On Monday, in a first-person article posted online, journalist Yashar Ali accused Jacobs of sexual misconduct.

Since the lawsuit was filed, The Times has interviewed people who know Jacobs. Some said they were surprised by the lawsuit and said they never witnessed misconduct by Jacobs.

But two individuals have told The Times they have been the targets of unwanted touching or harassing by Jacobs.

Neither man would agree to allow his name to be published, citing fears of retaliation. Others who were interviewed said they feared that talking about Jacobs would hurt Garcetti's political career.

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Neither Garcetti's office nor Jacobs responded to written questions sent by The Times about the two men's allegations.

One man said Jacobs groped him when he was leaving a party at Jacobs' house in 2012.

The man, who was 30 years old at the time, said he hadn't met Jacobs before that day, and went to the party with his boyfriend. As he was leaving, he stopped to say goodbye to Jacobs.

"If you and your boyfriend go south, give me a call," Jacobs told the man, according to his account.

He said Jacobs grabbed his buttock with a full palm and squeezed, and then lifted it.

The man said he had only recently come out as gay, and said he felt stunned and objectified. Jacobs "was this prominent figure, and it caught me off guard," the man said. "It was so out of the ordinary."

Another guest at the party confirmed the man's account. The guest told The Times that the man told him, "That guy just grabbed my ass."

Another man — a longtime Democratic strategist — told The Times he was talking to friends at an event in Los Angeles last year when Jacobs strode over. "He tried to hug and kiss me forcibly," the man recounted in an interview.

The strategist used both hands to push Jacobs away, but Jacobs persisted, trying to force an embrace, the man said. One of the strategist's friends stepped in and asked the man if he needed help.

Another man who was at the event confirmed Jacobs' behavior towards the man. "It was grossly uncomfortable," the man said.

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The strategist showed The Times communications showing him complaining about Jacobs' behavior following the event.

Jacobs is both a political consultant to the mayor and longtime friends with Garcetti and his wife, Amy Wakeland.

He headed the California operation of Howard Dean's 2004 presidential bid, a campaign that Wakeland also worked on.

A native of Tennessee, Jacobs worked as an Occidental Petroleum Corp. vice president and founded the liberal advocacy group Courage Campaign.

He earned a top spot in City Hall — deputy chief of staff — after raising money to support Garcetti's 2013 mayoral run before stepping down in 2016.

Weingart Foundation Chief Executive Fred Ali, who serves on the board of the Mayor's Fund with Jacobs, said he didn't witness any behavior that made him uncomfortable or that he deemed inappropriate.

"With allegations like these," Ali said, "I think they need to be investigated to the fullest possible extent, and then have the outcomes fall where they fall."

Times staff writer David Zahniser contributed to this report.

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Exclusive: Mayor and First Lady of Los Angeles Ignored Years of Warnings About Top Aide, Sources Say

Yashar Ali Oct 23 ♡ 7 8

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Exclusive: Mayor and First Lady of Los Angeles Ignored Years of Warnings About Top Aide, Sources Say

In the fall of 2018, Los Angeles Mayor Eric Garcetti was talking to an adviser about his top aide, Rick Jacobs. Garcetti told the adviser: "I can't believe Rick worked at City Hall for three years and we didn't get sued."

The adviser, who recently relayed this conversation to me, was stunned that Garcetti was willing to admit out loud what had often been discussed behind closed doors within Garcetti's world: that, according to sources, Jacobs regularly engaged in sexual harassment and assault; displayed abusive behavior toward colleagues and underlings; and had questionable ethics. Also stunning, the adviser said, was that despite Jacobs' reckless and abusive behavior, Garcetti and his wife, Amy Wakeland, kept him in a position of significant power and influence..

It wasn't as if the mayor hadn't been warned: Over the past three days, six high-level sources within Garcetti's government and political universe have told me that Garcetti and Wakeland were repeatedly warned by allies over the past six years that Jacobs' involvement and influence in the mayor's office and political and philanthropic operations could lead to their downfall.

Garcetti, who is serving his second term as mayor of Los Angeles and considered running for U.S. president in 2020, is seen by some as a rising star in the Democratic Party. Now he is facing a growing

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scandal after accusations by multiple people that Jacobs engaged in sexual misconduct and Garcetti witnessed the abuse and didn't take action.

In July, a lawsuit was filed against the city by LAPD Officer Matthew Garza alleging that Jacobs subjected him to years of sexual harassment and assault and that Garcetti had frequently witnessed it. On Monday, I revealed in this newsletter that Garza wasn't the only one accusing Jacobs and the mayor of such action. Two sources told me that Jacobs grabbed them without consent and forcibly kissed them at fundraisers while the mayor watched and laughed. And a former Garcetti aide told me that Jacobs once grabbed them and forcibly kissed them on the lips. I also revealed that Jacobs had forcibly kissed me on a number of occasions over a 10-year period.

Garcetti has denied all claims that he witnessed any sexual harassment or assault. But Jacobs, in two separate statements this week, has not denied the allegations against him.

My piece published Monday forced an issue into the national spotlight that had long been an open secret within Garcetti's administration and in Los Angeles Democratic circles. This was unfortunate given that it's been three months since Garza—who served on Garcetti's security detail—filed his lawsuit against the city of Los Angeles. Outside of the LA media, hardly any news outlets paid attention to the story.

This article—expanding on accusations against Jacobs and providing insight on his relationship with Garcetti and Wakeland—is based on interviews with 27 sources, many of whom agreed to speak to me after my story published Monday. The sources include current and former Garcetti aides and allies; Democratic Party donors, staffers and officials; and LA government staffers. None of the sources was willing to speak on the record, either because they fear reprisal from Garcetti, members of his administration, Wakeland and Jacobs or because their current employers don't allow them to speak to reporters without prior authorization.

In response to an email requesting comment, Jacobs replied on Friday: "I don't know how to respond to anonymous and scurrilous accusations. What I can say is that I have always tried to live my personal and professional life to the highest standards and I will continue to do so."

Garcetti's office, replying to a detailed list of allegations mentioned in this story, released only a blanket statement:

> *"Rather than respond line by line to these false statements, we offer the below. Mayor Garcetti has zero tolerance for sexual harassment. While he unequivocally did not witness any sexual harassment and was not told of any allegations of harassment prior to LAPD Officer Matt Garza's lawsuit, he takes all allegations seriously. He encourages any victim to report harassment, discrimination or misconduct to the City's Personnel Department.*
>
> *There were no complaints to the Personnel Department about Rick Jacobs during his service with the City. Jacobs has not worked in the Mayor's Office for four years and stepped down from his nonprofit and volunteer*

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political activities after the allegations were raised this week.

At all times, the City followed the correct protocols, offering Officer Garza services and support and hiring an outside law firm to conduct an independent investigation of the allegations. The City Attorney retained the law firm, Ellis & Makus, in September prior to this week's allegations.

The Mayor's Fund for Los Angeles is a nonprofit organization that raises donations to support City programs. Their work is integrated with the City's work, and like the Fire Foundation, Library Foundation, Parks Foundation and Zoo Association, they have an office in a City building, at City Hall. We very much appreciate their financial assistance for City residents and programs; however, as an independent nonprofit, they have denied funding requests from City departments and the Mayor's Office."

In the three months after the lawsuit was filed and before my story ran, Garcetti resisted pressure to distance himself from Jacobs, who stopped working for the city a few years ago but had been serving as an outside political and philanthropic adviser to Garcetti. Jacobs was a board member and treasurer of the Mayor's Fund for Los Angeles—a nonprofit organization that helps to fund Garcetti's philanthropic priorities—as well as president and CEO of Accelerator for America, a nonprofit that many see as a vehicle for helping Garcetti gain national influence. Jacobs had also been Garcetti's representative in dealing with Joe Biden's presidential campaign.

During those three months and despite presenting himself as a leader in combatting workplace harassment and sexual violence, Garcetti never made public statements calling for there to be an independent investigation into Garza's allegations, and he told the Los Angeles Times in August that Jacobs should not have to go on leave while the lawsuit was working its way through the court system.

But all that changed Tuesday. Twenty-four hours after I published my story—which gained national media attention—Garcetti issued a statement saying: "I take seriously all allegations of harassment. Rick Jacobs has stepped away from his non-profit and volunteer political work." Jacobs' name was quickly scrubbed from the Mayor's Fund and Accelerator for America websites.

Garcetti's statement allowed for Jacobs to depart with a soft landing. In a statement Jacobs sent to the LA Times, he said: "For the past 17 years, I have dedicated myself to advocacy and public service. I do not want this to be a distraction.Therefore, I will take a leave from my non-profit work and my volunteer political work with the Mayor."

According to two sources, Garcetti and his allies hoped the mayor's statement would calm the waters and allow him to focus on the final days of the 2020 presidential campaign—and his political future in national politics and the federal government should Biden win.

But that wasn't the case. Garcetti had been set to moderate a virtual conversation for the Biden campaign on Tuesday with former Secretaries of State Hillary Clinton and Madeleine Albright. But after my story was published, he was removed as moderator by the Biden campaign.

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Two Biden aides told me that the campaign would no longer be using Garcetti as a surrogate for the remainder of the race, an embarrassing blow for the mayor, who has worked to cultivate power within Biden's world—which Jacobs helped him manage and coordinate. (Those efforts were paying off, as Garcetti was one of four people charged with vetting Biden's vice presidential pick and had repeatedly been floated as a potential Cabinet member in a Biden administration.)

But Garcetti was back on the campaign trail Thursday, moderating a virtual conversation with Jewish mayors for the Biden camp. A report from the press pool quoted Garcetti introducing Douglas Emhoff, the husband of Biden's running mate, Sen. Kamala Harris.

And Garcetti is still active in other high-level political circles.

This Monday, New Jersey Sen. Cory Booker will have Garcetti as a special guest at a virtual conversation fundraiser for his campaign committee Booker Victory Fund, according to an invite shared with me by a source. After repeated attempts to get a comment on Garcetti's invitation to the event, Booker's office—which had been responding to me—went silent.

But it doesn't look as if the story will fade any time soon. On Wednesday, the Los Angeles Times reported that two more men had accused Jacobs of misconduct. One told the Times that Jacobs sexually assaulted him at an event at Jacobs' home in 2012. Another, a Democratic strategist, said Jacobs attempted to forcibly kiss him even though the man told the Times he was using both hands to push Jacobs away.

Also Wednesday, Time's Up—the organization founded in the wake of the #MeToo movement—called for an independent investigation into the allegations against Jacobs.

That day I was also the first to report that, in September, according to a document I reviewed, the Los Angeles city attorney had retained the Sacramento law firm Ellis & Makus to conduct an investigation into the allegations. Founding partner Leslie Ellis—who bills herself as having "extensive experience conducting impartial investigations for private and public organizations throughout California"—contacted me Thursday to see if I would be interviewed as part of the investigation. I agreed to share the personal and direct experiences I had with Jacobs.

Harassment, Bullying and Ethical Red Flags

But Jacobs' behavior, sources say, goes beyond the sexual harassment and assault allegations. He also has questionable ethics and has displayed abusive behavior toward colleagues, they said.

Jacobs, sources say, has reserved most of his animus for women—and often for women who disagree with him or challenge him. Ten women who worked for Garcetti either in government, philanthropic endeavors, or politics told me this week that Jacobs frequently bullied them, threatened them, harassed them and sent them inappropriate text messages and emails.

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Jacobs "treats women horribly," one source told me. "And he would often brag about how he enjoyed making women cry."

Two women also told me they witnessed Jacobs grab other women without consent.

Four sources told me this week that they made it clear to Garcetti that they could not work for him as long as Jacobs remained in his universe. All four sources said they told Garcetti that Jacobs engaged in inappropriate behavior and was abusive toward staff. But after those four sources spoke to Garcetti candidly, Jacobs only became more powerful and influential in his circle, the sources said.

Garcetti "didn't ignore Rick's behavior because he was loyal to Rick; he ignored Rick's behavior because he enjoyed that he had someone to bully people and he didn't have to do it," a former top adviser to Garcetti told me.

A source who worked for Garcetti in a political capacity framed the mayor's approach to management like this: "I'm going to be the person who smiles and is the nicest person you've ever met while I surround myself with people like Rick and Amy to harass the fuck out of you," the source said.

Regarding Jacobs' ethics, another source described a situation where a major Los Angeles-based firm was seeking a meeting with Garcetti. Just 20 minutes after the meeting was scheduled, Jacobs called the firm to ask about donating to the Mayor's Fund, the source said. The request made the person on the receiving end uncomfortable and smacked of quid pro quo, they told me. The meeting with Garcetti went forward, though the company did not make the donation.

The Mayor's Fund has been a source of great concern among some Garcetti aides and allies. The fund donates money to worthwhile causes, but sources who spoke to me said they were worried about how the fund was run under Jacobs' leadership. Garcetti allies have tried to portray the fund as completely independent of Garcetti and Wakeland, but the fund's offices are housed in Los Angeles City Hall, and sources say that the current board chairman, Kathleen Brown, serves as a rubber stamp for the interests of Jacobs, Garcetti and Wakeland and has ignored her fiduciary duties as a board member. Brown, who is an attorney, is a former California state treasurer and the younger sister of former California Gov. Jerry Brown.

In response to a request for comment, Brown did not respond to any of the specific allegations laid out in this story about her leadership, including a question on why Jacobs was allowed to remain on the board of the Mayor's Fund for three months after the lawsuit was filed.

In an email, she wrote, in part, "I proudly chair the board of the Mayor's Fund for Los Angeles (MFLA). Alongside six other independent, volunteer directors, we allocate private resources to support civic programs, enhance government services, and spark innovation to address our city and our region's most pressing needs. … I consult regularly with all board members, as we work together to accomplish MFLA's goals."

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'What Does He Have on Eric and Amy?'

Garcetti is known for presenting a kind veneer to almost everyone he deals with, and his allies outside his inner circle were stunned to read the accusations that he had long been aware of Jacobs' misconduct.

And political observers as well as those close to Garcetti have been trying to determine why he and Wakeland have been willing to keep Jacobs around given that he is such a liability. How was the risk possibly worth it? Many of the sources I spoke to repeatedly asked questions like, "What does he have on Eric and Amy?" insinuating that Jacobs was so close to Garcetti and Wakeland that it would be a liability to them if they pushed him away.

There is much that is unexplained, but, according to sources, it's clear that Jacobs, who earned Wakeland's trust—and by extension Garcetti's trust—when he ran an independent expenditure campaign against Garcetti's mayoral opponent Wendy Greuel in 2013, filled two key roles for Garcetti and Wakeland: He raised money and he acted as a heavy, dealing with all of the difficult and messy tasks that no elected official or first lady wants to handle.

Garcetti and Wakeland knew Jacobs was enough of a problem that they pushed him out of his LA City Hall role of deputy chief of staff of operations in 2016, sources said. The move was framed as a leave of absence (which became permanent in 2017), but, sources said, everyone knew that Jacobs would never return because staffers made it clear after three years of abuse that his presence there as a top paid city official was untenable.

But moving Jacobs out of City Hall only served to make him more powerful, sources said. He could now influence city policy without the scrutiny of a city role; he could make money as a consultant using his proximity to Garcetti; he could control two nonprofit organizations with millions of funding between them; he could oversee Garcetti's quixotic presidential candidacy exploration; and he could control ballot measures that Garcetti was pushing, earning himself more money and power.

In accepting Jacobs as their heavy—the man who was willing to handle all of the stuff they didn't want to handle—Garcetti and Wakeland were tacitly endorsing his behavior, my sources said, and have exposed the city of Los Angeles and themselves to legal, political and criminal liability.

As pressure built for Garcetti to distance himself from Jacobs, several of the mayor's allies told me that Jacobs didn't have any formal power in Garcetti's universe, so it was difficult for him to make a clean break. But Jacobs was the treasurer of a charity set up in the mayor's name—one that had office space within City Hall—and he was also the co-founder and president/CEO of another nonprofit that was formed to give the mayor a higher profile. Jacobs was also the point person for the National Conference of Democratic Mayors.

Often, the most potent form of political and governmental power isn't a fancy title; it's all about access: the frequency of that access and timing of that access. Someone who speaks to a politician when they're

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out of the office—late at night, in person or by phone, while no one else is around—can oftentimes be more influential than someone in a senior leadership position in that elected official's office. Jacobs has been that person for Garcetti, and it remains to be seen if the mayor will continue to maintain his relationship with him in private.

I asked Garcetti's office if he was still talking to Jacobs and seeking his counsel.

They declined to respond.

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Ana Oct 23

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GARZA 002922

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Attachment L

From: [redacted]
Subject: Investigation
Date: October 30, 2020 at 9:04 AM
To: sfrancia@gwslegal.com, lellis@ellismakus.com

B

Leslie and Matt-

I represent a client [redacted] for which Rick Jacob was Executive Director (2009 from 2013). Throughout the employment relationship, my client was forcibly kissed on the lips, touched without consent, hugged aggressively without consent, he was told lewd and sexually graphic comments, he witnessed the same behavior happen to others and that which has been described in the media. The behavior was never done without witnesses. Apparently, former employees have come forward to acknowledge Rick's behavior inside of the organization and with others outside of the organization.

Is there an interest in confidentially speaking with my client?

[redacted]

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Attachment M

CALIFORNIA

Garcetti advisor made sexually provocative gesture in photo with mayor

L.A. Mayor Eric Garcetti, third from left, at the 2017 U.S. Conference of Mayors in Miami Beach. His advisor Rick Jacobs, left, holds his hand in front of the crotch of an L.A. civic activist who also attended the conference. The man said Jacobs did not touch him. His identity is being withheld, and his image obscured, because The Times generally does not identify people who may have been victims of sexual misconduct.

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GARZA 002927

By JAMES RAINEY | STAFF WRITER

NOV. 20, 2020 | 6:35 PM

A photograph showing one of Mayor Eric Garcetti's closest advisors making a sexually provocative gesture, while the mayor stands nearby, raises new questions about Garcetti's contention that he had no knowledge of inappropriate behavior by former Deputy Chief of Staff Rick Jacobs.

The picture, obtained this week by The Times, shows Jacobs placing his hand near the crotch of a civic activist as the two posed for a group photo at the U.S. Conference of Mayors convention in June 2017. Garcetti stands next to the two men, smiling and giving a double thumbs-up gesture.

In an interview Friday, the man said Jacobs did not touch him. He said that when he was shown the photo later that evening he found it offensive and felt Jacobs should be ashamed of his behavior.

The Times is not releasing his name and has blurred his face in the photograph because the newspaper generally does not identify those who may have been the victims of sexual misconduct.

Jacobs has been under scrutiny since July, when one of Garcetti's bodyguards accused the key mayoral ally of sexually harassing him many times over the course of several years. LAPD Officer Matthew Garza said the mayor witnessed the inappropriate behavior — which included unwanted touching and crude comments — but did not stop it.

In October, three other men came forward with accusations that they had been targeted by Jacobs' unwelcome touching or harassment. One of the alleged victims was Yashar Ali, a journalist who wrote about the mayoral advisor's aggressive behavior.

CALIFORNIA

Journalist Yashar Ali accuses Garcetti advisor Rick Jacobs of sexual misconduct

Oct. 19, 2020

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A lawyer for three former city employees provided the photo to The Times this week. The workers said in a joint statement that they believe the picture illustrates “years of grotesquely inappropriate predatory behavior that Mayor Garcetti tolerated and enabled, to the detriment of his staff and colleagues.”

All three of the former employees declined to be named, saying they believed that they could suffer retaliation by Jacobs or others who remain loyal to the mayor. The photo was taken by another individual in the mayor’s orbit and had been shared by at least a dozen people close to Garcetti over the last three years, the sources said.

Garcetti said in statement emailed to The Times that he had not known about the 2017 incident captured in the photo.

“Mr. Jacobs’ behavior in this photo is totally inappropriate,” Garcetti said. “I did not see him do this and I had never seen this photo before the L.A. Times sent it to our office yesterday. Jacobs no longer represents me in any capacity and has not worked in the Mayor’s Office since 2016. We have now sent this photo to the independent law firm hired by the city attorney.”

CALIFORNIA

Garcetti advisor Rick Jacobs to ‘take a leave’ amid sexual misconduct allegations

Oct. 20, 2020

Jacobs, who took a leave last month from his volunteer political work for Garcetti, said Thursday in an email that he could not “recall the circumstances of this photo.”

“What I do know is that I would never intentionally ‘harass’ someone. If I have hurt anyone, I sincerely apologize to them,” Jacobs added.

The latest revelation about Jacobs comes at a delicate moment for Garcetti, who is reportedly a leading candidate to become U.S. secretary of Transportation under President-elect Joe Biden.

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Jacobs raised millions of dollars for Garcetti's 2013 mayoral campaign and was a top City Hall deputy before stepping down in 2016. At that time, the mayor called Jacobs "a longtime trusted friend and advisor" and "an extraordinary asset to my administration during my first term as mayor."

Jacobs remained loyal to Garcetti after leaving City Hall, in part because of his work supporting the mayor's two nonprofit ventures, the Mayor's Fund for Los Angeles and the Accelerator for America. The fund supports mayoral initiatives, such as the response to the COVID-19 pandemic, while Accelerator for America promotes economic development across the U.S.

Since the allegations against Jacobs first arose during the summer, Garcetti has said he never witnessed the sexual harassment described by the LAPD officer and others. The mayor in July called Jacobs "a committed public servant" and said he should be able to continue working for the nonprofit Mayor's Fund while the sexual harassment allegations were investigated.

This week's statement made clear that Garcetti is now intent on putting more distance between himself and his longtime confidant.

CALIFORNIA

LAPD officer accuses top Garcetti advisor of sexual harassment

July 14, 2020

The allegations against the top advisor have been awkward for Garcetti, because he has positioned himself as a leading defender of the victims of sexual abuse and harassment. In the midst of the national #MeToo movement in 2017, he ordered new reporting protocols, unveiled a website for city employees to lodge allegations and hosted a panel on sexual harassment and assault.

The individuals who sent the Jacobs photograph to The Times said it had been circulated among at least a dozen friends and allies of the mayor. They said they joined together to make the photo public because they believe the mayor's private actions have not lived up to his public pronouncements.

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“Many of us who worked for the mayor witnessed it and were subjected to it over and over again,” the statement by the onetime employees said, referring to Jacobs’ alleged bullying and aggressive behavior. “Not only did the mayor take no action to stop it, he refused to acknowledge it.”

The statement went on to say that Garcetti “expressed no concern for the many ways” in which Jacobs’ alleged abuse affected the employees’ workplace interactions and “damaged our emotional well-being.”

All three of the former employees acknowledged that they never brought their concerns about the alleged sexual misconduct directly to Garcetti. But they claim Jacobs’ bullying and sexually aggressive actions were widely known inside the mayor’s office, and that discussions about the advisor’s misbehavior were common in the office’s top echelons.

Two of the sources said they made clear to the mayor’s chief of staff, Ana Guerrero, that a major reason behind their departure from Garcetti’s office was that Jacobs had made working there unbearable. Guerrero declined to comment, with a mayoral spokesman citing the ongoing investigation into the complaints.

Writing more generally about their concerns, the former employees added: “The ethical standards that Mayor Garcetti had set for his administration along with his strong #MeToo rhetoric made it crystal clear that he needed to intervene but he failed to do so. He’s acting now only because his political future is on the line, when the interests of his staff and his own values should have been paramount long before.

CALIFORNIA

Garcetti, facing daunting challenges in L.A., could seek exit in Biden White House

Nov. 12, 2020

“Not only did the mayor take no action to stop it, he refused to acknowledge it,” the statement continued. “He expressed no concern for the many ways in which Jacobs’ abuse affected our workplace interactions and damaged our emotional well-being.”

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Confronted with claims about Garcetti's inaction, the mayor's office emailed an additional response.

"I have never witnessed any sexual harassment by Rick Jacobs and I was not told about any allegation until the Garza lawsuit," Garcetti's statement said. "Neither my office nor the Personnel Department has ever received a sexual harassment complaint involving Mr. Jacobs. Had I been aware of any allegation, I would have taken action to address it. In my life, I have taken and always will take all forms of harassment extremely seriously."

The statement added that Garcetti's "heart goes out to, and I deeply care about, people who are victims of harassment, and I hope that anyone who experiences sexual harassment feels empowered to come forward and seek justice." He urged anyone subjected to misconduct to report it to the city Personnel Department or via myvoicela.org.

The provocative photograph of Jacobs was taken during Garcetti's June 2017, trip to Miami Beach for the mayors' conclave. It was a time of triumph and high spirits in the mayor's orbit.

Three months earlier, Garcetti had won a landslide victory to earn a second term. He beat out more than 150 other members of the mayors' organization to take home the "City Livability Award" for Los Angeles. Media accounts described him as the leader of the Climate Mayors, a group that pledged to reduce greenhouse gases, as President Trump veered away from responsibility for climate change.

In the photo, taken on a balcony, Garcetti poses with five other conference attendees well known around Los Angeles city political circles.

At one end of the group is Heather Repenning, a former Garcetti aide, then a vice president on the Board of Public Works and recently a candidate for the board of the Los Angeles Unified School District. Beside her is Gerard Orozco, a one-time City Council aide and vice president at a major engineering firm. Next is Josh Perttula, the founder of a prominent public affairs firm in Los Angeles.

The former city workers making the picture public said they believe it is significant that Jacobs would make his inappropriate gesture in a public setting and in the company of such prominent

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individuals. It shows how routine this kind of behavior had become, the critics agreed.

Perttula said in an emailed statement that he did not know about Jacobs' action at the time the picture was taken. He called his behavior "unacceptable and inappropriate." Repenning did not respond to a request for comment. Orozco could not be reached.

In his email to The Times, Jacobs said: "What I can say is that I have never intentionally hurt anyone. That's not who I am."

Asked if such behavior should disqualify him for working for the mayor or elsewhere in city government, Jacobs said it should not. He said his work had always been intended to help others.

"I may choose not to work in politics and government ever again because of how toxic the environment has become," Jacobs added. "At the end of the day, the attacks against me aren't really about me. It's politics of the worst kind."

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James Rainey has covered multiple presidential elections, the media and the environment, mostly at the Los Angeles Times, which he first joined in 1984. He was part of Times teams that won three Pulitzer Prizes.

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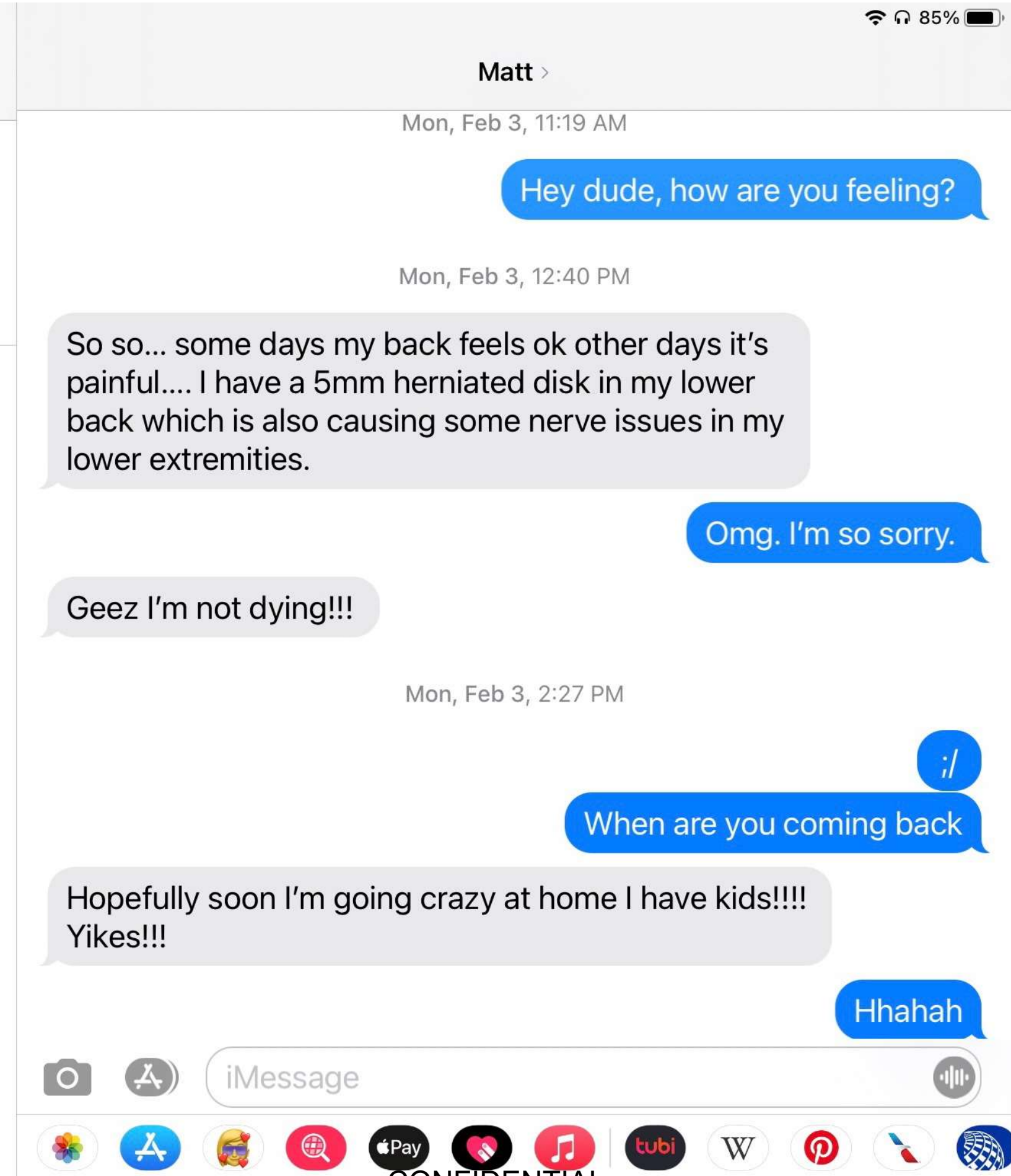
Attachment N

Attachment O

Attachment P



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Attachment Q

Deposition Transcript

Case Number: 20STCV26305
Date: December 17th, 2020

In the matter of:

Garza v City of Los Angeles

Henry Casas

CERTIFIED COPY

Reported by:
Linda Jones
CSR No. 9054

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Official Reporters

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UNLIMITED JURISDICTION

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

MATTHEW GARZA,
Plaintiff,
vs.) Case No.: 20STCV26305
CITY OF LOS ANGELES, a municipal entity; and DOES 1 through 100, inclusive,
Defendants.

VIDEOTAPED VIDEOCONFERENCE DEPOSITION OF HENRY CASAS

Remotely (Via Videoconference)

Thursday, December 17, 2020

Reported By:
LINDA JONES,
CSR No. 9054
Job No. 109455

THE VIDEOTAPED VIDEOCONFERENCE DEPOSITION OF HENRY CASAS, taken on behalf of Plaintiff, remotely Via Videoconference, at 1:12 p.m., Thursday, December 17, 2020 before LINDA JONES, CSR No. 9054, a Certified Shorthand Reporter for the State of California, pursuant to Notice.

* * *

APPEARANCES OF COUNSEL (Via Videoconference):

For Plaintiff:

LAW OFFICES OF GREGORY W. SMITH
BY: GREGORY W. SMITH
--- and ---
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(213) 978-8291
douglas.lyon@lacity.org

ALSO PRESENT:

CODY DEWITT, Videographer

MATTHEW GARZA, Plaintiff

I N D E X

WITNESS:
Henry Casas

EXAMINATION BY:	PAGE:
Mr. Smith	5, 66
Mr. Lyon	38, 75

EXHIBITS FOR IDENTIFICATION

PLAINTIFF'S:		PAGE:
EXHIBIT 3	Color photo	30

QUESTIONS NOT ANSWERED

(NONE)

INFORMATION REQUESTED

(NONE)

Reported Remotely; Thursday, December 17, 2020
1:12 p.m.

THE VIDEOGRAPHER: Good afternoon. We are now on the record at 1:12 p.m. on December 17th, 2020 to begin the deposition of Henry Casas in the matter of Garza versus City of Los Angeles, a municipal entity. The case number is 20STCV26305. The deposition is taking place via Steno's Depos From a Distance platform.

The videographer is Cody DeWitt here on behalf of Steno, and the court reporter is Linda Jones, also here on behalf of Steno.

Would counsel please identify yourselves and state whom you represent.

MR. SMITH: Greg Smith on behalf of Officer Garza.

MR. LYON: Deputy City Attorney Doug Lyon, City of Los Angeles.

MS. WELLS: Diana Wang Wells also on behalf of plaintiff, Matthew Garza.

THE VIDEOGRAPHER: Thank you, Counsel.

Would the reporter please swear in the witness.

THE REPORTER: Could I get all counsel present to state that I may administer the oath remotely, please.

Counsel, do you all stipulate that I can administer the oath remotely?

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MR. SMITH: Yes, please administer the oath.
MR. LYON: Yes.
THE REPORTER: Thank you.
Would you raise your right hand, Mr. Casas.
You do solemnly state the testimony you are about to give in the matter now pending shall be the truth, the whole truth and nothing but the truth.
THE WITNESS: Yes.
THE REPORTER: Thank you.
(HENRY CASAS, sworn.)

EXAMINATION

BY MR. SMITH:
Q Mr. Casas, for the record, will you please state your full name and spell it.
A Henry Casas. That's H-e-n-r-y C-a-s-a-s.
Q Thank you.
I represent Matthew Garza. Thank you for appearing at your deposition under subpoena. We -- I'm going to be asking you some questions today.
First thing I want to ask you, have you ever been deposed before?
A Yes.
Q Okay. Do you kind of understand the way the deposition works?

Page 6

A Somewhat, yes.
Q All right. We have to be careful we don't talk over each other so the court reporter gets a good record.
We have to make sure we answer with audible "yeses" and "nos" as opposed to shakes or nods of the head or "uh-huh" and "huh-uh."
And we also are entitled to estimates, meaning that we don't want you to guess at anything. But if you have an estimate, that's fine, okay?
A Okay.
Q If you need a break at any time, let us know, we'll take a break.
If you don't understand any of my questions, I will be happy to repeat them. Hopefully I'll ask you simple, right-to-the-fact, plain questions. But if they are somewhat convoluted, please just let me know and I'll try to clarify what I'm asking, okay?
A Okay.
Q I don't anticipate this taking a very, very long time, so I want to get through it as quickly as possible.
I guess my first question to you would be have you talked to anybody about the fact that you were having this deposition today?
A To friends, yes.
Q Okay. I don't want to get into who your friends

Page 7

are, but did you talk about anything substantive; for instance, what you were going to testify about?
A No. I don't know what I'm testifying to.
Q Okay. So Matthew Garza has filed a lawsuit against the City of Los Angeles, and that lawsuit involves allegations made against Rick Jacobs. And Rick Jacobs had acted inappropriately around him by physically touching him and making comments in the past. And that's why you've been called to testify today, okay?
A Okay.
Q Now, do you know who Rick Jacobs is?
A Yes.
Q All right. Let me for background -- you worked for the mayor's office from I believe 2013 through 2018?
A I believe it's 2017.
Q Okay. And what was your position?
A Director of the Office of Public Engagement.
Q Okay. What is that?
A Basically, I handled all the mayor's field reps, a lot of his body people. Basically they were the mayor when the mayor wasn't there, you know, since I had area reps for every single part of the City of Los Angeles.
Q Okay. So the body people, did you say that's the body person or the executive officer?
A Most of the body people came from my department.

Page 8

They kind of straddled -- straddled two jobs, because their day-to-day job was to body the person -- body the mayor most of the time at night and in the morning.
But we had -- he did have an executive officer, which other mayors have called basically the body person, that stayed with him from morning until about 5:00 o'clock. And I believe -- I'm trying to remember who they were. At least one or two of them came from my department, you know, eventually just evolved and became just body people.
Q Do you remember the names of the people that came from your specific department?
A Poonam was one.
Julie was semi in my department, but I guess not. I guess she wasn't really. And there -- we were all in the same government department, but she didn't serve under me.
Poonam definitely served under me. Poonam --
Q (Inaudible.)
A Say that again.
Q Okay. Can you spell Poonam's name, please.
A You got me.
Q I have it here somewhere.
MR. SMITH: Diana, maybe you can chime in and give us the spelling.

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MS. WELLS: Yeah. I believe that's P-, as in "Paul," -o-o-n-, as in "Nancy," -a-m, as in "Mary." Last name is Narewatt, and I think that's N-, as in "Nancy," -a-r-e-w-a-t-t.

THE WITNESS: Sounds about right.

BY MR. SMITH:

Q Okay. And so did you supervise Poonam Narewatt from roughly 2017 through 2018?

A I only supervised her for a period. I forget when we hired her on. She wasn't one of the original hires, so she didn't come in in 2013; she came in a little bit later.

And then she left my department to become the mayor's executive, and I forget when that would be.

Q Are you working for the City of Los Angeles currently?

A No, I'm not.

Q Are you seeking any position right now with the City of Los Angeles?

A No, I'm not.

Q Okay. So with respect to Poonam Narewatt, did she ever tell you that she felt uncomfortable around Rick Jacobs?

A No, not that I recall.

Q All right. Poonam Narewatt ever tell you that

Page 10

she had observed Rick Jacobs act in a way that could be perceived to be inappropriate?

A Not that I recall.

Q Did you ever talk to Poonam Narewatt about Rick Jacobs?

A I don't recall that.

Q Okay. Did you ever observe Rick Jacobs act inappropriately at any time?

A I would say yes.

Q Okay. And can you describe what you -- what you observed.

A Hugging, massaging -- you know, massaging the shoulders, hugging. Inappropriate, I guess, things that would come out of his mouth.

Q Like what kind of things?

A You know what, I don't --

Q Well, let me ask you this: Did he make comments about men's penises?

A Not in front of me.

Q Did you become aware that he had made comments about men's penises from someone else?

A Not in front of me, no.

No -- well, no, I don't -- that wasn't the conversation.

Q Okay. I'm not understanding. Somebody in a

Page 11

conversation --

A That didn't come up in conversation, no.

Q Did not come up?

A No, nothing about men's penises.

Q Okay. What about other aspects of men's body parts?

MR. LYON: Objection; vague and ambiguous.

BY MR. SMITH:

Q Okay. So what's going to happen is you'll hear objections every now and then to the form of the question. It's -- that's done for legal purposes, but you can still respond, so...

A Reframe -- restate the question, please.

Q Yeah. All right. So maybe it's easier if I just let you go forward with this.

You said that you actually witnessed him hugging and massaging individuals, right?

A Correct.

Q Anything else that you in particular witnessed him do that you thought might be inappropriate?

A You know, nothing I can recall and put a finger on. It's been a while. It's been so long, it's just -- you know, I mean, yeah, it's been so long I couldn't state a specific situation where that happened.

Q Okay. Have you ever heard him refer to any city

Page 12

employees, whether it be officers or any other individuals, make comments like, "You're so strong"?

A Definitely.

Q Okay. Have you heard him make comments like, "You're so handsome," to the city employees?

A Yes.

Q Have you heard him make comments like, "I love my LAPD officers," to city employees?

A Yes.

Q And have you heard him say, "I love my LAPD guys," to city employees?

A Sounds the same to me. I couldn't give you specific, yeah.

Q Okay. Have you ever heard him say something to the effect of, when he was hugging somebody, "You feel so good," or use words to that effect?

A No.

Q Have you ever heard him say that, "You feel so good," or use words to that effect?

A No.

Q Have you ever heard him say or use words to the effect of, "You feel so strong"?

A Yes.

Q And who did he -- when did you hear him say that?

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A I ran into Matt once -- I don't recall when it happened, but I was in front of the executive office when it happened. He's definitely done it to me a lot of times. He's done it to probably some of my staff, the male staff.
Q What male staff has he -- withdrawn.
When he said, "You feel so strong," has he been actually hugging the person?
A Yes, or grabbing the arms.
Q Okay. And he actually --
A Bicep.
Q Did you actually see him do that to Matt Garza?
A I couldn't recall.
Q Okay. Did he do it to you?
A Definitely.
Q And did he ever do that to you in front of the mayor?
A I wouldn't be able to recall that.
Q Do you know if the mayor -- well, withdrawn.
Who were the staff members that you were referring to that he said, "You feel so strong," to?
A You know, it's been a while. I would say some of my male staff definitely.
I mean, it was just a common -- common thing that he would do sometimes when he would introduce

Page 14

himself to male folks, right? You know, and if he knew them, you know, he would give them a big, long, extended hug.
The guy's six three, six four; he's a pretty big guy, you know. And then sometimes, you know, for people that were a little bit more muscular, he would, you know, grab the bicep two hands, do the whole -- grab the hands, you know, grab the muscle, "You're so strong," kind of deal.
Q So who were your staff members that -- I understand you may not recall specifically who they were, but just give me the names of the staff members because I don't know who you're talking about.
A I would say it was -- I mean, people that were bodies, you know, that were my staff. I mean, let me think.
Q Okay. Were they always male?
A Yes.
Q How about Luis Rivera?
A Luis would be one. Manny could potentially be one.
Q What's Manny's last name?
A Manny's last name -- what is it now? Let me see if I can remember. Manny -- he still works for the mayor's office.

Page 15

Let me see. Manny's last name. Manny Lopez.
Q Do you ever recall Manny Lopez like when this happened giving you any kind of strange look or talking about it afterwards?
A No. They never -- no one ever complained to me.
Q Okay. Did anybody appear, based on your observations, to feel uncomfortable when they were hugged by Mr. Jacobs?
A I mean, yeah. I mean, you know, it's not something that -- that, you know, men give for the most part, you know, for long hugs. Yes, it's not normal for us. For me, better said.
Q Okay. I take it, it made you feel uncomfortable?
MR. LYON: Objection; leading, argument.
Go ahead.
THE WITNESS: I definitely was uncomfortable, yes.
BY MR. SMITH:
Q Okay. Did you ever -- other than -- well, any other comments that you can recall Mr. Jacobs making that could be interpreted as being inappropriate towards other males?
A It was just very common, so I don't -- you know, it's just, you know, I wouldn't really pay much attention to it.

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Q So when you're saying it's very common, is this like something that you would see regularly with him?
MR. LYON: Objection; vague and ambiguous.
Go ahead.
THE WITNESS: I'd at least hear about it, you know what I mean? Definitely it was common knowledge in the office that, you know, it was very inappropriate.
BY MR. SMITH:
Q Okay. And common knowledge amongst whom in the office?
A Everybody. Mayor's staff.
Q And when you say it was common knowledge, how do you know that, amongst the mayor's staff?
A I mean, it was always gossip around like he's a liability, right?
Q Uh-huh.
So when you talk about the mayor's staff, are you talking about -- can you give me an idea of who you're talking about?
A From senior staff to regular -- to lower staff.
Q And who are the senior staff members?
A I mean, chief of staff down.
(Reporter clarification.)
THE WITNESS: Down.
BY MR. SMITH:

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Q And who was his chief of staff during that time that you --
A There's only been one. Ana Guerrero.
Q Okay. Ana.
Now, did you ever have any talks with Ana -- well, were you ever present when Ana Guerrero mentioned that she thought that Jacobs could be a liability?
MR. LYON: Objection; misstates testimony, assumes facts not in evidence, calls for speculation.
Go ahead.
THE WITNESS: Yes.
BY MR. SMITH:
Q Okay. And how many times did a conversation like that take place?
A It was every now and then. I couldn't put a number to it. I don't recall.
Q Was it more than five times?
A I don't recall.
Q Okay. And can you give me the gist of what Guerrero would say with respect to Jacobs?
A It was too long ago. I mean, everything's, you know --
Q Not specifics.
A Yeah.
Q Not specifics. The gist of what she was saying,

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meaning --
A It was just pretty much somebody would talk about it or something that Rick would do that day, and, you know, it was kind of pretty much just, you know, not laughed off, but just like shrugged off, right? Like, you know -- you know, it wasn't -- it wasn't made into a big deal, but, you know, it was just -- it was shrugged off, basically for the most part.
I couldn't tell you what -- I couldn't recall what the words would be said, but it wasn't made into a big deal. It was just --
Q Did Guerrero ever say -- did Ana Guerrero ever say that she thought he would be a liability to the mayor at some point?
A I don't know if those were the exact words, but it definitely was in the sentiment that -- that's the sentiment.
Q Okay. And was that because of the comments that were going around the office that he would act inappropriately towards other males?
A Correct.
Q And approximately how many times did he act inappropriately with you?
A Several times. I don't know the number.
Q Was it regular every time you saw him?

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A I mean, we would meet once a week. We had a standing meeting where we would meet once a week. I definitely got hugged. You know, pretty much, you know, my biceps would get grabbed, right, squeezed.
Every now and then, you know, I might be sitting down, he'd be behind me and do a -- like a quick massage.
Q And did you invite that kind of behavior?
A Definitely not.
MR. LYON: Objection; vague and ambiguous.
I'm sorry. Go ahead.
THE WITNESS: Definitely not.
BY MR. SMITH:
Q Did you ever hear Rick Jacobs make comments like, "I love my LAPD officers," or words to that effect?
A Yes, definitely.
Q Did -- and I know you've already mentioned that he massaged you.
Did anybody else -- did you become aware of him massaging other males in the office?
A Not that I know of.
Q Do you folks have -- well, who's Heather Repenning?
A Heather was -- at one time she was my direct -- I reported directly to her. She had the same title that I did, but she left and became a commissioner for a bit.

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Q Do you know what she's doing now?
A Believe she's working at metro, and she's also one of the commissioners for the mayor at Metropolitan Water District.
Q Got it.
And when you say "metro," you're not talking about LAPD's metropolitan --
A No, I mean metro --
Q MTA?
A -- the transit.
Q Got it. MTA.
A MTA. I'm sorry. Yes.
Q Okay. So did you folks have a group, that is, you, Ana Guerrero, Heather Repenning, where you used to have kind of a private Facebook kind of chat room where you can discuss things without sharing them with other people?
A Yes.
Q And in that -- in those chats, did Ana Guerrero ever make reference to Rick Jacobs?
A Yes.
Q And what kind of references did she make about him?
A I mean, the ones that I recall would be -- I mean, there was a big joke going on about when he

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switched -- when he created a title for himself. I forget what it was called. It was deputy something.

I guess we were -- he was on an envoy to China with the mayor, and he felt that he needed a more glamorous title.

Q When was this?

A I couldn't tell you when. I mean, I know he went -- the mayor had a -- one trip to China, and when he came back, we did something with the Chinese government here.

And we had an event which he was in charge of, and so he had the title. So it was -- I think the article even came out in the paper one time about his title.

Q Oh, got it.

What about any comments about his inappropriate behavior?

A Not that I can recall. I mean, it's been so long ago. There was a lot of messaging going on, a lot of, you know, people just chiming in and joking, whatever, making comments.

Q Do you still have that Facebook account?

A No. I was -- I was removed.

Q Oh, okay.

A Someone started -- I don't know who originated

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it. It was probably Ana. But they control who's in and who's out of it.

Q Got it.

Do you have any photos or pictures or any -- any content of that Facebook site?

A Yes, I do.

Q Okay. Do you have them removed from the site or are they actually just in the site itself?

A Say that again.

Q So -- okay. Explain to me what you have.

A I have comments.

Q Okay. Did you bring those with you today?

A No, I didn't.

Q Do you have them with you?

A In my phone perhaps, yeah.

Q Okay. Can I ask you to go through your phone and take shots of those comments and send them to me?

A Okay.

Q Because we did subpoena documents, so -- and that's I think a decent way of doing it.

I'm going to give you my cell phone number. We have your number --

MR. SMITH: Diana?

MS. WELLS: Yes.

MR. SMITH: Can you please give him my cell phone

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number.

MS. WELLS: Yes.

MR. SMITH: I mean, I don't think it's any surprise. Doug knows it, too. So I think -- yeah, I'll just give it to you. It's (213) 393-2971.

MR. LYON: On behalf of the City, are we going to make it an attachment to this deposition?

MR. SMITH: Yes, we'll make it an attachment. So -- if we can. I will send you, Doug, what I get.

MR. LYON: Okay.

MR. SMITH: All right.

BY MR. SMITH:

Q So did Rick Jacobs -- okay. Let me think.

I'm going back. Did Rick Jacobs ever make inappropriate comments that you recall that we haven't already discussed?

A Not that I heard personally, no.

Q Okay. Any comments --

A That I can recall.

Q -- that you were informed that he made?

A Yes.

Q And, first of all -- well, what were the comments?

A I mean, the main one that traveled around the office was that at one time Rick basically was in the

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car, and he rolled down the window and screamed out to his -- his -- I guess his assistant, "Chinaman, come here."

Q And who was he referring to?

A Jonathan Yang.

Q So he referred to Jonathan Yang as "Chinaman"?

A "Chinaman" or the other "Chink," if I can say that.

I don't recall. It was a while back. It was told to me a long time ago.

Q And did they say what car he was in?

A In the mayor's car.

Q And did you have the understanding that the mayor was present when that was said?

A My understanding, yes.

Q Okay. Did -- other than making an inappropriate comment, like "Chinaman" or something like that, are there any other comments that Rick Jacobs made that you've heard from other people that were inappropriate?

A You know, I never really heard much that he would say. More the grabbing and stuff like that.

Q Okay. Did -- did Matt Garza ever tell you, you personally, during the time he was -- during the time he was on the mayor's security force or guard, did he ever mention to you that he felt uncomfortable around

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Mr. Jacobs?
A No, not personally. Make faces.
Q And explain what you mean by making faces.
A Like, you know, after the hug, he would make like a kind of face.
Q Okay. Was it a face of -- would you describe it as a face of disgust, or a face of shock, or a face of, "Here it goes again"?
MR. LYON: Objection -- I'm sorry.
BY MR. SMITH:
Q How would you describe it?
MR. LYON: Objection; compound, vague and ambiguous, speculative.
Go ahead.
THE WITNESS: Like a face of like -- I mean, I can't put a word to it. It's not -- I mean, it wasn't like a super strong feeling in the face. It wasn't like he was like, you know, scared off or anything like that.
It was just like, you know, kind of like -- yeah, I guess you would say like, "Here we go again," kind of face.
BY MR. SMITH:
Q Okay. Where would these hugs take place with Garza that you witnessed?
A Getty House. I would say the Getty House.

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I mean, Matt was around Eric a lot. At the beginning, I was around Eric a lot. So it would be events. It would be at the Getty House where I would see them together, right?
The one time, like I said, that I can recall, I don't know the date. It was -- I was in front of the mayor's office. But the door was closed. And I don't recall if he either came from his office or came from outside the mayor's office, was coming out on his own, and he basically -- I guess it was a time of changing of the -- changing of the guard for the detail when they -- you know, they swap out. And he, you know, did his hug, like hello hug.
Q Did Ana Guerrero ever -- withdrawn.
I think before you said that there was talk going around the office from the senior staff down. And did Ana Guerrero ever acknowledge that she was aware that Rick Jacobs was making -- taking inappropriate actions with city employees?
A I don't recall what the conversation was, but she definitely knew it was inappropriate. I don't know what about.
Q Okay. And how do you know that?
A I mean, like I said, we would be in her office or we would be wherever and the subject matter would come

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up.
Q What subject matter?
A His inappropriateness.
Q You mean with touching people and squeezing their muscles, things like that?
A Like I said, I don't know if it was specific to that. I mean, there was just -- you know, there was a lot of conversation around like inappropriateness and, you know, whether it's just him being, you know, mean, or being that way, touchy-feely, or, you know, strong-arming, whatever is --
Q Let me ask you this.
A It wasn't --
Q Let me ask you this. Was --
MR. LYON: I'm going to object that you cut him off. That's all. I just want a record. Thank you.
BY MR. SMITH:
Q Was there ever a time when the Ana Guerrero reference to him being -- or her reference to him being touchy -- Rick Jacobs being touchy-feely as you described it?
A Not that I recall. It's been three years almost. So -- and like I said, it was just kind of just shrugged off.
Q By whom?

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A By everybody.
Q Do you know why it was shrugged off?
MR. LYON: Objection; calls for speculation.
Thank you. Sorry.
THE WITNESS: For me, you know, it wasn't -- you know, it's been three years. It's been more than that. You know, it wasn't -- I guess it's the -- I didn't make it a big deal because it wasn't a big deal to me mentally, right?
So he's my boss, and if everybody else is shrugging it off, I'm going to shrug it off.
BY MR. SMITH:
Q Okay. Rick Jacobs was your boss?
A Yes. I was direct -- I was a direct report to him.
Q And this is during 2017 and '18?
MR. LYON: Objection --
THE WITNESS: No.
MR. LYON: -- misstates testimony.
Go ahead.
THE WITNESS: I forget when he came on. He came on around 2013.
He wasn't my first direct boss. Ana was. And then when he had came on, became deputy chief, I reported to him directly. Hence why I would meet with him at

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least once a month -- once a week.
BY MR. SMITH:
Q Got it. Got it. Got it. Got it.
A And my staff all were -- reported to him through me.
Q Okay. Were you ever in the car together with Rick Jacobs and the mayor?
A I was definitely in the car with the mayor many times. I don't know if I've ever -- you know, I can't recall. That's mostly lower staff. You know, my staff and body people for the most part would be in the car with him.
Q Did your staff ever tell you words to the effect that they saw Rick Jacobs act inappropriately in a vehicle with the mayor present?
A The only time, like I said, was that one story.
Q Which one was that?
A The Chinaman story.
Q Okay. The -- I want to -- hold on.
MR. SMITH: So I want to pull up Exhibit 3, show you Exhibit 3, and Diana is going to put it on your screen.
MS. WELLS: I'm trying to -- sorry. Oh, there we go.
All right. We'll call this Exhibit 3 and --
(Whereupon the document is marked by the

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court reporter as Plaintiff's Exhibit 3
for identification and is attached hereto.)
BY MR. SMITH:
Q Okay. Do you recognize Exhibit 3?
A Definitely.
Q And what is that?
A What is it?
Q Yeah, what is it? Describe it.
A Basically Rick Jacobs with his hand on a statue's bum.
Q And how did you receive this?
A How did what?
Q How did you get this picture?
A How did I get the picture?
Q Is this a picture -- withdrawn.
Were you a recipient of this picture?
A I've seen it. I don't recall if I was a recipient of it. It could have been in that secret Facebook pages.
Q Got it.
A I'd have to see the comments, if there's any comments that it notes.
See this looks like his Facebook posting.
Q Right.
So who's Glen Dick?

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A Glen Dick I believe -- I'm not sure if he ever worked for the mayor when he was a council member, but he was close to -- he had a close relationship with a lot of the staff that had been with the mayor for many years prior to him becoming the mayor, when he was city council.
I believe he was an enviro activist.
Q Was Jonathan Yang a part of the private Facebook group?
A No, no.
Q Did you ever see Rick Jacobs posting other inappropriate pictures on his Facebook page?
MR. LYON: I'm going to object that that -- I'm sorry. Sorry to interrupt you.
I'm going to object that that's argument, misstates testimony.
Go ahead. Thank you.
THE WITNESS: Not that I've ever seen, no.
BY MR. SMITH:
Q Okay. So other than what you've already testified to -- hold on, hold on -- do you know what happened to Jonathan Yang or where he's currently working?
A I don't know where he's currently working. Jonathan is a graduate from Yale. He was working under

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Rick. He was an intern, then he started working for Rick.
And then he worked there a few years, and then he went back to law school. He went to Harvard. And I lost track of him after that.
Q Got it.
Did you -- did you ever make any comments to Garza that you felt that Jacobs' behavior was inappropriate?
A No, not that I remember.
Q "No"?
A Not that I recall, yeah. I mean, yeah.
Q Did you ever tell Garza that -- use words to the effect that, "If he had ever done that to me, I would kick his ass"?
A If he had ever done that to me?
Q Yeah.
A No. Not that I recall, no.
Like hug me?
Q Yeah. Or if he'd done something inappropriate towards you that you felt was crossing the line, you would have kicked his ass?
MR. LYON: Objection; vague and ambiguous.
Sorry. Go ahead.
THE WITNESS: Yes.

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Not that I recall ever saying that to him, yeah.
BY MR. SMITH:
Q Okay. Other than what we've already talked about, are there any other incidents of Jacobs' inappropriateness that occurred in the office that you're aware of?
A No. I mean, not really, no.
Q I mean, I'm getting the picture from you that it was always something going on with him regularly with respect to hugging people, squeezing people, grabbing their muscles.
Is that accurate?
MR. LYON: Objection; compound, misstates testimony. Leading I think your own witness. Argument, speculation, vague and ambiguous.
Go ahead.
THE WITNESS: Say that again.
MR. SMITH: Court Reporter, can you read that, please.
(The record was read as follows:
"Question: I mean, I'm getting the picture from you --")
THE WITNESS: Can't hear her.
(Discussion off the record.)
THE VIDEOGRAPHER: Just going to take us off the

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record really quick. We're going off the record. The time is 1:53 p.m.
(Recess taken from 1:53 p.m. through 2:06 p.m.)
THE VIDEOGRAPHER: We are now back on the record. The time is 2:06 p.m.
(The record was read as follows:
"Question: I mean, I'm getting the picture from you that it was always something going on with him regularly with respect to hugging people, squeezing people, grabbing their muscles.
"Is that accurate?")
THE WITNESS: Yes.
BY MR. SMITH:
Q Okay. Now, I want to go right back to the private Facebook account.
Usually these Facebook accounts, the private ones, they have titles. What was the title of the one that you were in with the staffers, with the mayor staffers?
A One was called -- I don't remember.
One was called "Solid Gold," and the other one was called something "Cunningham," "Cunningham."
Q Can you take a look?

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A I'd have to see if I can recall that. I don't think I ever...
Chase Buckingham.
Q Can you spell it, please.
A C-h-a-s-e; Buckingham, B-u-c-k-i-n-g-h-a-m.
Q Okay. And who were members -- who were the members in Solid Gold? Whoever you can remember.
A Solid Gold, there was about -- it was just immediate, like really close ones to Ana. It was probably about 12 members. 12, 13 members.
It would have made up of Ana herself, Ana Guerrero, Cecelia Cabello, Heather Repenning, Marcel Flores -- let me see if I can actually find it. Linda Lopez.
I'm trying to think of any more staff. Abigail Marquez.
I think that was the majority of the staff itself. The rest were friends of -- friends of theirs.
Q Okay. How about Chase Buckingham? Who was in that Facebook?
A That was -- overall that was a larger one. That's probably about 30-plus people. That was a lot of staff, junior staff, some senior staff. Kelly Bernard.
Q So -- and what I heard you say earlier was that Jacobs was discussed on -- was he discussed on both of

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these?
A I mean, for sure Solid Gold. Solid Gold was the more like tighter group.
Q Got it. All right.
Okay. Have you -- have you ever talked to me before?
A Never.
Q I mean, have you ever had communication with anybody connected to my office?
A None.
Q Did anyone talk to you about what questions you were going to be asked today?
A No.
Q Has anybody interviewed you about what you had witnessed with respect to Rick Jacobs?
A No.
City attorney's office reached out and that's about it, but I haven't -- I haven't -- I told them that I had been subpoenaed, and that I didn't know if that was the same thing as this case or whatever. And they said it was separate.
Well, I take that back. It wasn't the city attorney. They said it was somebody that was hired on by the city's attorney's office.
Q Oh, okay. I think I know what you're talking

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about. I can't remember -- I can't think of her name right now.
A Yeah, it's a female. A female.
MS. WELLS: Leslie Ellis?
BY MR. SMITH:
Q Ellis?
A Yeah, I might have emailed with -- hold on. Let me see if I can --
Q It's all right. It's not important. We know who she is.
So did you ever give her an interview?
A No, I haven't.
Q Okay. And, again, I guess --
A She didn't subpoena --
Q So -- pardon?
A She didn't subpoena me.
Q Okay. So is it fair to say you don't want to be involved in this lawsuit?
A Not at all.
Q That's my fault. It was a double negative.
Do you want to be involved in this lawsuit?
A Not at all.
Q Okay. I got to ask you, why not? What's your concern?
A I've been in politics for 20-plus years. You

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know, it's not common -- it's not common for folks to speak up. It's just hence why -- you know, like I said, this is -- this has been ongoing. It happened to me. I didn't -- you know, I -- if I wanted to say anything, I would have said it three years ago, four or five years ago. So there's no reason for me to do that now.
You get blackballed in this field really easy. You know, I've had it happen once, so I don't want my name in the paper; I don't want my name in anything.
Q Got it. I understand.
MR. SMITH: All right. Well, I don't have any further questions, so...
MR. LYON: Okay, I do.
MR. SMITH: Mr. Lyon.
MR. LYON: Thank you. I appreciate it.

EXAMINATION
BY MR. LYON:
Q How are you, Mr. Casas?
A How are you doing, Mr. -- is it Mr. Loin? Lyon?
Q Lyon, kind of like the animal. Thank you.
You mentioned at the beginning of the deposition that you had been previously deposed.
A Yes.
Q Do you recall if it was more than one time or

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just one time?
A It was one time.
Q Was it while you were an employee of the City?
A Yes.
Q Was it for an employment-related situation?
A Yes. It was -- yeah. I guess -- I mean, sexual harassment complaint.
Q Do you recall who instigated -- well, strike that.
Was it your understanding that you were deposed because there was a lawsuit going on?
A Definitely.
Q Okay. And who would have been the person suing as far as you understood?
A It would have been Francine Godoy.
Q B-u-d-o-y?
A G-o-d-o-y, yes.
Q Can you approximate the year that your deposition took place?
A Maybe it's -- 2013, 2012.
I would say maybe five years before I started with the mayor. Maybe three or four actually, started for the mayor.
So maybe 2010, 2009, somewhere around there, I believe. I could be wrong.

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Q At that time what was your job title?
A I was a deputy -- well, at that time -- I was working for the mayor at the time.
Q City --
A I was working for the mayor, same title. But I had worked for a council member, Jose Huizar, and it was in reference to him. And that case had just I guess came up.
But it was years later, after I had already left the office, if that makes sense.
Q I think it does.
So around 2009 or 2010 you were deposed; is that accurate?
A No. Now that I'm thinking back, that's not true, because I was already working for the mayor.
I was just thinking back it had happened when I worked for Jose, but it didn't. It happened when I worked for the mayor, because I actually had legal counsel go with me. I believe it was somebody from the city attorney's office.
Or they might have hired somebody outside to be my companion to the depo, because I remember talking to Rich Llewellyn, who was the mayor's chief counsel that got me counsel for that deposition.
Q All right. Still trying to narrow down the

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approximate year.
A 2013, 2014, maybe now that I recall. Maybe in 2015, whenever that case was going on.
Q And you're saying you believe to the best of your recollection that an outside lawyer represented you at that?
A I don't know if it was -- when I basically got subpoenaed, I went down and talked to the mayor's chief legal counsel, who was Rich Llewellyn at the time. And I told him did I have to go do this thing, and he said yes. And he said, "You should take counsel with you. I'll get you somebody."
So I don't know if he was a city attorney or if it was if they hired somebody from outside. I assume they did because they were in -- it would have been a conflict of interest, so...
Q Okay. Thank you for that information.
And so you began working for the mayor in his capacity as mayor in 2013; is that accurate?
A Correct, correct.
Q Thank you.
And at that time was Rick Jacobs your supervisor?
A I don't remember if he came in at the tail end or six months into it, but he didn't start when I

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started. I started before Rick.
Q Okay. And do you recall Rick Jacobs taking a leave of absence at some point in time while you were working for him?
A A leave? I don't know if he took a leave. He left. I don't know if that was a leave of absence. I don't remember him coming back.
He came back in another capacity, but from the outside.
Q You mean, when you say "the outside," noncity employee?
A Correct.
Q Okay. Do you recall when he did leave and did not come back would have been approximately early 2016?
A Probably, yeah.
Q And is it fair to say that from the date that he did leave, you saw him again from time to time because he was, as you say, still politically connected, but he was no longer your supervisor, correct?
A No longer my supervisor, but definitely still within the office. I mean, not in the office per se, but he was -- he was basically the CO chief of staff outside. The mayor was considering running for governor or for President, and he was like the acting chief. He definitely would be in the office a lot.

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Q Okay. But when he would come into the office from when he left his capacity as a city employee, you agree he was no longer your supervisor, right?
A Technically, no. Yes, yes. Technically, yes. Yes, yes.
Q I'm sorry --
A He was a senior staffer, okay? To me, I saw him as a boss no matter what. He was a senior staffer. So, yes.
Q Okay. And you were a city employee the whole time you worked for the mayor, right?
A Correct.
Q By the way, why did you end up leaving city employment?
A Parted ways. I wanted to move up and there wasn't any room to move up in the office. They weren't getting any more deputy mayors is what I was told.
Q Who told you that?
A My -- at the time it was Ana Guerrero. Yeah, it was Ana. Definitely it was Ana.
Q And during this -- strike that.
Was this a conversation you had just before leaving where you sought out some kind of a move upward?
A Oh, no. I sought out a move upward from day one. So I asked for a -- I asked for a deputy mayor

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position day one when we were discussing positions.
So when the job offer came, I requested deputy mayor position.
Q Was there a conversation with Ana Guerrero on the day before or the day that you would have left?
A No. I pretty much lost -- I was dealing with Greg Good for the most part.
Q Did Greg Good notify you that you were no longer going to be employed by the City?
A We discussed it together of parting ways.
Q Approximate for me what month of 2017 that was.
A I don't remember. I have to look back at -- if you can tell me when my end date was, I'll tell you when it started.
So it was pretty much I left I believe in February, and I want to say 2017, but it could have been 2018. So it just depends.
You know, we had the discussion just before Christmas of the year whichever, so... If I left in February prior to that Christmas is when the conversation started.
Q And when Greg Good and you spoke, was there some kind of an agreement of a period of time before you would leave?
A Yes.

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Q So perhaps up to 60 days?
A At first I would think it was -- it was like 30 days, 60 days. You know, we were both going to be looking. They were going to be helping look, and I was going to be looking.
Q I apologize. What do you mean when you say "looking"?
A Looking for other work.
Q Okay. Is there a reason that the work you had been doing up to that time couldn't just continue?
A No.
Q What is your understanding as to why you couldn't just continue in the capacity that you had been working for the previous, you know, 18 months or so?
A Greg Good basically told me -- sat me down and said, "We understand that you're not happy here, and so we think we should part ways. I think it's time."
Q Did you confirm with him in that conversation that you were not happy here?
A No. Definitely told him the opposite.
Q And did Greg Good tell you, "We're still going to part ways"?
A Pretty much, yes.
Q Do you know -- sorry.
Did he tell you why that he still wanted to part

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ways even though you expressed that you did not want to?
A Same thing. You know, just, you know, I think it was time that we parted our own ways, go different routes.
Q Thank you.
Besides saying that, did Greg Good give you any other reason why he was parting ways with you then?
A Not that I recall, no. I've never been dinged by HR or anybody. My work was good. So there was no reason --
Q Thank you.
A -- that I believe.
Q Thank you.
In this conversation, did Greg Good tell you to go seek out work somewhere else other than the mayor's office?
A He said we should start looking for another job, yeah.
Q Okay. So as far as you recall, he said, "We should start looking for another job for you"?
A Yeah. Well, he said -- you know, yeah.
I mean, I don't recall exact words. My recollection was, "We're parting ways. So you're not happy here. We -- you know, we feel that you're not happy, so, you know, it's best we part ways."

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Q Can you recall him saying anything else besides what you've told me so far in that conversation?
A No. Not that I can recall at this time, no.
Q Would you agree that February 2 of 2018 was likely your separation date from city employment?
A It was definitely somewhere around there, yes.
Q Okay. And the conversation that you had with Greg Good you believe would have been Christmastime of 2017?
A Just before Christmas, yes. Because I remember making a reference it's not a good time looking for work in December.
Can't hear you.
Q Thank you. I haven't said anything.
Okay. So is it fair to say that at the time you had this conversation with Greg Good Christmastime 2017, Rick Jacobs was no longer in city employment?
A Definitely.
Q And is it fair to say that what you testified earlier to, seeing hugs and occasional, you know, touching of the arms, and even a -- what you referred to as a massage of employees by Rick Jacobs, that sometimes occurred during the time that Rick was a city employee?
A Yes.
Q Okay. Now, do you recall a best estimate of how

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many times you think you witnessed Rick Jacobs give a hug to a male employee in your presence?
A I couldn't put a number on it.
Q Okay. Well, you couldn't put a number on it, but would you agree less than a thousand times?
A Most definitely I don't think I saw it that many times.
Q Thank you.
So usually what we do is we try to work down.
More than three times?
A Yes.
Q Okay. Less than 100 times?
A Probably.
Q Okay. And would you agree that these all occurred -- talking about the hugs -- during the time Rick Jacobs was a city employee?
A No. They probably would have happened afterwards as well, because he was still around the house. He was at a lot of events, still around like Rick -- like normal. You know, it was --
Q After he was no longer your supervisor and not a city employee, did he hug you again?
A I'd have -- I mean, I assume yes, but I couldn't put a date on it because they all blend together.
Like I said, if I had been to the house, he

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probably would have hugged me, probably would have gave me one of his big bear hugs.
Q Would that have been unwelcomed at that time when he was not a city employee?
A Would that have been unwelcome?
Q I'm sorry. Withdraw.
What I'm thinking is if you haven't seen him in a long time, maybe a hug, but then again maybe not.
So I'm just trying to get, you know, if he's not a city employee and he comes in for a hug at that time, is it still inappropriate to you?
A It's not what I do to other -- to other folks, no. So it's -- like I said, if I wanted to make a case of it, I would have done it a long time ago. To me, like I said, it's -- you know, it's -- it's -- it was weird.
Q Okay. Was it sexual?
A Not for me. I can't tell you what it is for him. It wasn't for me.
Q While hugging you, did his hands roam?
A No.
Q Did you ever see his hands roam while he hugged another male in the workplace?
A No. It was -- it was a super-tight hug. He brought you in, definitely brought you in.
Q Okay. While he was not a city employee and

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still with -- come to your presence because you were a city employee and hug you, did you ever complain to him about the hugs?
A I would never complain.
Q With respect to Rick Jacobs, why wouldn't you tell him that you think it's a little weird or just ask him to stop when he was not a city employee?
A But like I said, even though Rick -- Rick -- and as the chief of staff, Rick was a pseudo chief of staff. I would say Rick outranked Ana even after he left in perspective of what I felt the mayor -- who he respected in terms of power in the office.
Even though he wasn't part of the office, everybody definitely saw him as number one or number two in the mayor's office.
Q As a city employee, were you supervising employees?
A Definitely, yes.
Q Did you ever receive any supervisory training at the City of L.A.?
A No. I mean, we received -- when the Me Too movement started happening, we had -- we got training. We got sexual harassment training.
Q During the training did you learn that hugging was not appropriate in the workplace?

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A No.
Q After the training did you believe that hugging was in- -- was -- I'm sorry. Strike that. I'll ask again.
After the training that you've just described, did you believe that hugging in the workplace --
A I take that back. I'm just -- okay. Go back to your original question.
Q I'll try.
A The original question, if you can -- did I learn that hugging was inappropriate at the training? I have to think about the training.
Unwarranted touching obviously is inappropriate, right? So at least -- I mean, it's been so long since I've taken that training.
I have taken multiple trainings. You know, in the Marine Corps I took trainings every year for sexual harassment. I have taken sexual harassment training with the mayor's office. I probably took it with Jose. I think we had to do an online one when I was at the City. When I was at the State, we definitely took an online course.
So I mean, I don't recall that one specifically, but yeah. I mean, I would assume if somebody doesn't want to get hugged, you can't hug them.

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If you can't say, "Hey, you look nice," if that's inappropriate -- at least I remember that from the training -- I would assume hugging somebody would be inappropriate.
Q Okay. And as a supervisor, did you tell Rick Jacobs that hugging is inappropriate?
A He was my supervisor. No, I did not.
Q How about after he was not your supervisor anymore and didn't work for the City?
A I still saw him as my lead, so no I would not.
Q Did you understand that you could go to someone else and tell them that you felt that it was improper to be hugged by Rick Jacobs?
A I've known that since -- yes, yes.
Q How many times did you do that?
A Never.
Q Did any city employee, whether you supervised them or not, complain to you that Rick Jacobs was touching people too much?
A No.
Q Touching people inappropriately in the workplace?
A It was gossip. No one complained to me.
If you're asking me did someone complain to me? No. Did people talk about it? Yes. And nobody from my

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staff directly told me -- no one came to me and said -- as their supervisor said, "Henry, I have a problem with this." Because if that had happened, then I would have said something.

Q Would you have said something if it looked like someone was displeased while being hugged?

A No.

Q Okay. You had testified that you saw Matt Garza get touched by Rick Jacobs. Was this a hug, or a hug and a touch of the arm?

Can you describe what you saw.

A It was -- it would be an initial hug, and then a grab of the bicep. The bicep, not the lower part, not the forearm, but the bicep.

And maybe -- I recall now he probably said something about his eyes.

Q Eyes?

A (Inaudible) -- colored eyes. I don't recall if he had colored eyes, but he had -- I don't recall if he had colored eyes, but I think he said something about his eyes.

Q Can you venture what you think you recall Rick Jacobs saying about the eyes?

A "Beautiful eyes," or, "The prettiest eyes," or whatever, something like that.

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And he definitely said, "I love my LAPD."

Q On or about the same occasion?

A He would definitely say that, yeah. "I love my LAPD."

Q Right. I got that. Okay. And I heard that earlier.

I'm trying to figure out if at the time of hugging Garza, he made both of those comments.

A It happened -- I mean, Garza would have been there a lot, you know, whether it be at the Getty House or -- I mean, no, I don't recall that right there at the executive office, in front of the executive office, but -- where it happened, but definitely he would have said one of those things at one of those times, yes.

Q How many times do you recall as you sit here today that Rick Jacobs hugged Matt Garza in your presence?

A That I can recall, maybe couple times.

Q Thank you.

And let's see if we can do separately.

Do you ever recall on at least one occasion seeing Rick Jacobs place his hands on the shoulders to massage Garza?

A No.

Q Okay. Do you ever recall any other touching by Rick Jacobs of Garza in your presence other than the couple of times you recall the hugging and the touching of the bicep?

A No.

Q Did Matt Garza ever complain to you on either of these occasions when you witnessed the touching between Rick Jacobs and Garza?

A Not that I recall.

Q Did Garza express to you that it was unwelcome in any way, shape or form?

A Not that I recall.

Q And did you upon seeing this report it to anyone else?

A No.

Q On these couple of occasions, did those occasions ever become the subject of a Facebook chat or a discussion with you and someone else at the City?

A No. Not with Matt Garza, no.

Q Did you ever tell Mayor Eric Garcetti about the inappropriate behavior that you've described of Rick Jacobs?

A No.

Q Did you ever tell Mayor Eric Garcetti any comments made by Rick Jacobs that you believed were inappropriate?

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A No.

Q Were you ever present when the touching, hugging bicep, massaging occurred by Rick Jacobs of another employee and the mayor was also present?

A No.

Q Do you know whether the mayor ever witnessed Rick Jacobs perform one of these inappropriate touchings that you've described?

A No.

MR. SMITH: Objection; calling for speculation.

THE WITNESS: I have no idea.

Sorry.

BY MR. LYON:

Q Regarding the comment that you say Rick Jacobs made about Jonathan Yang, to the best of your ability as you sit here today, can you tell me what the remark was?

A The remark was -- you know, I was in the car with the mayor and Rick Jacobs, and Rick leaned over, opened the window. And it was -- I think it was a veterans' event. I could be wrong. It could have been -- it could -- it might have been a veterans' event where basically he just basically rolled down the window and said, "Hey, Chinaman, come here."

I don't know what he wanted from him. I forget what he was call -- what he wanted from him. But

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that's -- you know, he felt that that was just wild.
Q Who felt what was wild?
A My staffer.
Q Oh, I apologize.
Who was your staffer?
A Manny Lopez.
Q Thank you.
So was Manny Lopez in the car with you at this time?
A No. I've never been in the car -- no.
Q All right. So in the car is Rick Jacobs on this occasion, along with you, correct?
A No. I wasn't there.
Q Oh, thank you.
A It was a staffing -- like I said, it wasn't -- I never -- was I told? Yes.
Q Okay.
A Was I at this event? Yes.
Q All right. So just for the record, when the comment was made you were not present, correct?
A No.
Q I'm sorry, I asked it in a negative form.
When the comment was made "Chinaman," were you present?
A No, I was not.

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Q Okay. How did you come to learn that the comment was made?
A I don't know if he was staff at the time, but he basically -- basically gossip. It was gossip someone told me. Manny told me.
Q Danny?
A Manny.
Q Manny Lopez?
A Yes.
Q And at the time Manny Lopez told you, was he lodging a complaint with his supervisor?
A No.
Q Did he make it clear to you, Manny, that he was in fact not complaining?
A No, he wasn't complaining. Definitely was not in the complaining mode, yeah.
Q I appreciate that.
How is it that you come to know that he was not complaining?
A It just seemed like gossip. He didn't ask for anything. It was basically, "Hey, guess what happened," kind of deal.
Q Okay. And as it was related to you, was Manny present when the comment was made by Rick Jacobs?
A Yes. He was in the car.

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Q Did Manny explain who else was present?
A Yes.
Q Who else was present when the comment was made, according to Manny?
A It would have been -- I don't know who the driver was, but it would have been -- it was Manny, Rick Jacobs and the mayor.
Q Did Manny describe to you where Jonathan Yang was when the comment was made?
A Outside -- outside of the car.
Q Did Manny describe in any fashion any reaction or comment on that occasion by Yang?
A No.
Q When you heard this comment -- well, strike that.
Would this have been, your best recollection, when Rick Jacobs was a city employee or after he had already left city employment?
A I couldn't -- I don't recall.
Q Okay. Did you feel that the comment violated the antiracial harassment policy at the City when Manny relayed this comment to you?
A Did I -- did -- I don't -- I mean, if you're asking me now, definitely. I mean, you know, thinking about it that way, yes. I mean, definitely you could say

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that.
Q Then why didn't -- go ahead. Go ahead.
A At the time it wasn't -- it wasn't my place, in other words, to -- I wasn't thinking that way.
Q I'm trying to understand.
You weren't thinking that way about whether or not you can say certain things in the workplace?
A Oh, no, no. Yeah. I mean, no, I wasn't thinking that way in the sense that, you know -- how can I say it?
I wasn't there. Somebody was telling me this secondhand, right?
Q Right.
A Jonathan -- if someone wanted to complain, I would assume it would have been Jonathan, Manny or the mayor in the car. It's not my place to determine that at the time because I don't even know if it's true.
If that's -- you know, if you're asking me now like if I was thinking back then, "Oh, that's -- that's inappropriate," definitely inappropriate.
Q Looking back, what could you have done?
A If I knew it was to be true -- like I said, I didn't know it was true. I could have told Manny, you know, if he felt it was inappropriate, he felt, you know, he should go discuss it, he should tell -- you know, he

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should bring it up as the matter of fact that you felt -- that you're feeling that you are violated in some manner, then I would take it up to my direct report.
Q To your knowledge, did Jonathan Yang ever report the comment to anybody?
A Not that I know of, no.
Q Did Manny indicate any -- in any fashion to you that the mayor acknowledged having heard this comment?
A No.
Q Do you have any information that leads you to conclude the mayor definitely heard it other than what you've described so far?
A Nothing -- I mean, I wasn't there. No.
Q Besides that comment "Chinaman," have you ever been told about any other racial-related comment made by Rick Jacobs in the workplace?
A Not that I can recall, no.
Q And just to be clear, at the time that it occurred, you're uncertain whether or not Rick Jacobs was still a city employee, correct?
A Correct. It could have been, it could have not been. You know, he was around the mayor still -- I mean, up until most recently, I would assume he would be around the mayor all the time.
He traveled with the mayor to D.C. He traveled

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with the mayor wherever he went. So -- and body people -- or my staff or the body people would be around him at the same time, so...
Q After Rick Jacobs left the City on a leave of absence and, you know, stopped being a city employee, did he still come into city hall?
A Yes.
Q Oh, I see. Okay.
And did he still come to Getty House?
A Yes, most definitely.
Q When -- let's go back to the times that you can recall, at least two, where you saw Rick Jacobs hug or squeeze the bicep, or both, of Matt Garza.
Were they both occasions that occurred at the Getty House?
A No. One was -- like I said earlier, was in front of the executive office where the detail -- basically they have a partition where they sit.
And then the other one would have been outside the Getty House.
Q Okay. The one outside the Getty House, was anyone else present when the hug occurred?
A There was definitely people around, but it was an event. So, you know, it's usually when the mayor is getting off the car, detail is coming over and people are

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coming to greet him.
Q Did Rick Jacobs hug anyone else in your presence on that occasion?
A Not that I recall, no.
Q Regarding the incident that occurred at city hall, was that during what you described as the changing of the guard?
A I think so. I mean, I would have assumed that's when he would have -- you know, it could have been right out -- they would -- they would stand outside the -- that partition there. Sometimes there would be one, sometimes there would be two.
I don't recall if he was coming in or he was there for private, because I don't remember where Rick was coming from, whether he was coming outside of the mayor's office or coming from his office, which is basically an office down.
Q Okay. On that occasion do you recall as you sit here today anyone else who witnessed that hug during the changing of the guard event?
A No.
MR. SMITH: Objection; calls for speculation.
BY MR. LYON:
Q What was your answer, sir?
A No, sir.

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Q Have you ever had a conversation with Mayor Garcetti while he was mayor where Rick Jacobs' behavior has been discussed?
A Never.
Q Besides Matt Garza, did you witness Rick Jacobs hug another LAPD member that you can identify for me today?
A I'm just -- you know, I mean, the only reason I remember that is because -- maybe because he made a face.
But other than that, I mean, I would assume, you know, whoever was friendly, you know, and more approachable, he would.
Matt was -- was, you know, a smaller guy, more approachable of the LAPD officers. There was a few that were really standoffish. You couldn't crack a smile on them.
So no, I don't recall.
Q Okay. When you described earlier -- do you recall mentioning the squeezing of the shoulders like a massage briefly? Do you recall that?
A Correct.
Q Were you referring to Rick Jacobs and Matt Garza, or Rick Jacobs and someone else?
A Rick to me.
Q Okay. Anybody besides yourself that you recall

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seeing Rick Jacobs massage the shoulders of?
A No.
Q Okay. And best testimony is that how many times did Rick Jacobs do this massage move on your shoulders?
A Maybe a couple times.
Q Was it the quick couple of squeezes or did he stand and give you the massage for more than two seconds?
A I would say more than two seconds, yeah. I was -- we'd meet in his office, and in a roundtable I sat down and, you know, he might have came into the room and gave me a quick, you know, four or five strokes there.
Q So let's say less than four seconds?
A I have no idea. I can't -- it wasn't a minute.
Q During these couple of occasions when the touching of your shoulders occurred, can you identify for me any other person who would have been a witness to either occasion?
A It could have been -- it could have been Linda Lopez, it could have been Cecelia Cabello, and it could have been Heather Repenning. We would meet together. Everybody would come in at different times, but I mean, we all -- someone would get there early, someone would get there later, but we'd all go meet in his office.
Q On the couple of occasions you described where Rick Jacobs massaged your shoulders, did you express that

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it was unwelcome in any way, shape or form?
A No.
Q As you sit here today, would you describe it to me as unwelcome?
A Yes. I mean, yeah. I mean, welcome? Like no, I don't want -- I didn't ask for it, no.
Q Okay. Did it upset you on either occasion when he did this?
A No. It was weird. You know, like I said, I think for me it was more about like just -- you know, to shrug it off would be my way of dealing with it.
Q Did you express to any co-workers, whether they were supervisors or subordinate employees of yours, that you didn't care for getting the quick massage on --
A I never -- I wouldn't discuss it. Yeah, it wasn't -- you know, it wasn't something I complained about or told anybody or anything like that, no.
MR. LYON: Mr. Smith, do you have questions?
MR. SMITH: Yes.
MR. LYON: All right. Thank you.

FURTHER EXAMINATION
BY MR. SMITH:
Q So you were just asked by Mr. Lyon if it upset you. Did it make you feel uncomfortable?

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A Is it uncomfortable? Yeah. You know, I'm not used to men touching me.
Q You were also asked by Mr. Lyon have you ever talked with Eric Garcetti about Rick Jacobs.
How often would you talk to Mayor Garcetti?
A During the campaign, more often. I drove him sometimes.
And then after that, I was -- I was basically a body person as well somewhat. And, you know, then they reorganized and started having junior staff staff him.
I really would only staff the mayor when there was -- when we thought there was going to be an issue, if there was going to be something problematic.
Q So how fre- -- how -- withdraw.
How frequently would you have discussions with him let's say in 2017?
A Hardly ever.
Q How about 2018?
A Hello, goodbye. You know, unless he asked me a question, there's -- I wouldn't -- you know, there's a chain of command for me.
Q Is there any reason why you didn't go to the mayor and say -- ask him, "Did Rick Jacobs call Jonathan" -- is it Jonathan Yu?
A Jonathan Yang.

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Q -- "Jonathan Yang a Chink or a Chinaman?"
A Is there a reason why I wouldn't -- why --
Q Yeah. Why you didn't go to the mayor and ask, "Did this happen?"
A It's not my place. I don't even know if it's true, you know. And if the people -- the parties that be -- that saw it or the person it happened to didn't complain, it's not my place to say anything.
Q Did you ever have the opportunity to casually talk with the mayor about Rick Jacobs?
A No. I mean, I could -- I would say any time I'm around the mayor, I can bring anything up. But it's not a conversation I would have, no.
Q Okay. And why not?
A He's my -- he's -- whether he was my superior at the time or after me, I've always seen him as the boss. There's nothing for me to say about the boss.
Q And you've described Rick Jacobs -- even during the time he wasn't an employee, you've described him as kind of being your pseudo supervisor, correct?
A Right. Correct.
Q And during that time would he instruct you on what to do?
A Definitely.
Q Okay. And would you listen to him?

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A Most definitely.
Q And did he have -- in your mind, did he have the authority to talk to the mayor and cause trouble for you if you didn't listen to him?
A Definitely.
Q Did you ever -- did you have -- were you able to observe the mayor and Rick Jacobs interact socially?
A Yes.
Q And how would you describe their relationship?
A They're very tight.
Q And what do you mean by "very tight"?
A I saw him -- I mean, I would -- I would consider Rick to be his senior consultant, you know, his senior advisor. You know, everything pretty much went through him.
Rick, even after leaving, he controlled the majority of the office.
Q And when you say "controlled the majority of the office," you mean by talking to city employees and giving them instructions on what to do?
A Somewhat. But more in the sense that he controlled the mayor's agenda.
So he controlled his schedule, he controlled the agenda, he controlled the fundraising, he controlled the mayor's future, you know, in terms of all that stuff.

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So, you know, he was always in the room. When it was an important conversation to be had, he would definitely be in there.
You know, in terms of the scheduling, you know, everything went through him and the mayor's wife prior to coming to the City's -- to the City to look at the schedule.
Q And what do you think would have happened if you had stopped the mayor for a moment and complained about Rick Jacobs giving you a massage?
What do you think the outcome would have been?
MR. LYON: Objection; calls for speculation.
Go ahead.
THE WITNESS: It wouldn't be good.
BY MR. SMITH:
Q Why not?
A If you ask me, I mean, if you're asking me what I think, do I think it would be believed? Most definitely.
Do I think he probably would have had a conversation, would have had somebody talked to him? Probably more than likely he would have been told something.
But I would have fallen out of favor. I mean, that's -- that's what I feel. I believe I would have

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fallen out of favor in terms of -- even though it was -- it would happen to me, I would still be -- you know, it's just not common in -- you know, in a lot of workplaces that people complain. You know, it's just --
Q In other words, did --
A If I can't be trusted, then no other office will trust me, either. So, you know, who else is going to want to hire me?
Q Got it.
All right. So during some of your -- the examination, Mr. Lyon asked you why didn't you -- you didn't go to the mayor and say that you complained. He asked you why didn't you go to someone else and complain about Rick Jacobs.
Let me just ask you: Would you -- do you feel that things would have gone poorly for you had you complained to somebody in the City about Rick Jacobs --
MR. LYON: Objection. Argumen- --
BY MR. SMITH:
Q -- as far as your career trajectory?
MR. LYON: I'm sorry. I want to just put an objection.
The question is speculative. It's also argument. And it's compound.
Go ahead, sir.

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THE WITNESS: Okay.
As I stated before, yeah. I think, you know, like I said, you know, it's just not commonplace for people to complain.
BY MR. SMITH:
Q Because of retaliation?
A Correct.
Q Did -- let's see.
Now, you were also asked specific times when you observed hugs, and you could think of two specific times with respect to Matt Garza.
Are there other times that you may have witnessed Matt Garza, but you don't have specific recall of that right now, getting hugged by Jacobs?
A Yeah. I don't recall. I mean, yeah.
Q But those are the two specific times that you do -- you specifically recall it.
I think one of them is you said because of Garza's expression, right?
A Correct.
Q And -- but you're not saying that you may not -- let me see how I can ask that.
Is it your testimony that -- is it possible -- not "possible"; that's a bad word, too.
Could there have been other times that you

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witnessed Garza being touched and kind of don't have a recollection of it because nothing -- nothing outwardly important occurred that would make you remember?
MR. LYON: Objection; speculative, vague and ambiguous.
Go ahead.
THE WITNESS: Everything's possible.
BY MR. SMITH:
Q Okay. But is it your testimony that you've only seen Garza touched twice?
A That I can recall.
Q That you can recall.
And that's kind of what I wanted to get to. There may have been other times, but you can't recall any more specifics, correct?
MR. LYON: Objection; argument.
THE WITNESS: Like I said, anything is possible.
I mean, Matt -- I mean, all the mayor's detail was around the mayor constantly. And wherever the -- wherever Rick's at an event, there's always an intro, right, you know, when we first see the Rick or the mayor coming together.
That's -- could have happened anywhere, yes. I have no idea.
BY MR. SMITH:

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Q Did you ever go on any trips, overnight trips, with the mayor?
A Yes, I did.
Q And Rick Jacobs?
A Correct.
Q Were you ever present when Rick Jacobs did anything inappropriate during any of these trips?
A No.
Q Okay. Were you present at any trips out of town when Garza was present and Rick Jacobs?
A I don't -- the only trip that I took with the mayor was to Mexico City. So I don't recall if Garza was on that detail or not.
Q All right.
A I was assigned to be with Amy mostly. So I spent most of my time with Amy, which is the mayor's wife.
Q Yeah. Did she ever talk about Garza to you?
I'm sorry.
A No.
Q Did she ever talk about Rick Jacobs to you?
A I mean, I assume we had some conversations, but nothing negative that I can recall, no.
Q To your knowledge, were they on friendly terms?
A Definitely.

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Q Now, you were asked some questions about Greg Good, and I thought I heard something that might have been a mistake where you said -- I think you may have said, "We should find you another job."
Did Greg Good say "we" talking about himself find you another job, or was he referring to you finding another job?
MR. LYON: Objection; calls for speculation.
Go ahead.
THE WITNESS: I assume that the way I -- the way I felt it or heard it was that the office would help look for potential placements, and I would also do the same thing.
MR. SMITH: Got it.
Okay. I don't think I have any further questions.
MR. LYON: I have a couple more. Thank you. May I?
MR. SMITH: Absolutely.
MR. LYON: Thank you.

FURTHER EXAMINATION

BY MR. LYON:
Q Sir, thank you.
Before you left city employment, and at the end of your employment, is it fair to say that you were aware

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that co-workers had complained about you for harassment?
A Complained to who?
Q Is it fair to say that you were made aware by a supervisor that some employees had complained about harassment by you?
A No.
Q Do you deny having knowledge that someone had complained that you had harassed them?
A Correct.
Q Do you deny being notified by a supervisor that your security privileges were being withdrawn before your last day of work?
A My security privileges? What is that?
Q I beg your pardon. Security clearance.
A What does that mean?
Q Okay. Were you ever told that your security privileges were being withdrawn?
A No, never.
Q Did Greg Good tell you that an employee had complained about being harassed by you?
A Rick -- Rick told me that there was a story that the paper was looking into. Never told me there was a staff.
Because I even asked him. I said, "I welcome speaking to the paper because I've never been -- never

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been brought down to the office or anything, or discussed by anybody." So if there was somebody, I would love to discuss it.
Q You said "Rick." Did you mean Greg?
A Yes. I'm sorry. Greg.
Q Okay. So when you had this conversation or conversations with Greg, was it on the same occasion when he told you you would no longer be employed at the City?
A So we had had the conversation of me not being happy at the location and I should look for other things.
We had several conversations afterwards about me leaving, and that's when the thing about the paper looking into a story.
Q Tell me what you learned during this conversation or conversations about what the paper was looking into.
A Me being -- they said there was -- that there was a complaint by staff about being bullied, bullying.
Q Besides that, did you find out any more information at any time about what the paper was looking into?
A None.
Q Did you speak to anyone at the paper?
A No.
Q Are you aware that the paper tried to reach you

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on that topic?
A Never. Never. They had my direct line. I've always been -- I've known Zahniser and Dakota since my Jose days, so...
They definitely reached out plenty of times looking for stories on Jose.
Q What's the last name, sir?
A Jose Huizar.
Q Thank you.
And was that prior to you working for the mayor?
A No. It was after.
So I left -- I left Jose's office, I came back into the mayor's office, and that's when the scandal broke with Jose Huizar.
And that's when I was back in city hall and around the reporters, and that's when they -- the very first time they ever saw me, you know, they wanted to know, "Hey, do you have any stories to tell us about Jose Huizar?"
Q During the time you were a city employee, did anyone at City tell you not to complain about Rick Jacobs?
A No.
Q Were you aware of some policy in place about no complaints about Rick Jacobs?

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A No way. No. Definitely not.
MR. LYON: Okay. Mr. Smith, do you have anything else?
MR. SMITH: Yeah. Just real brief.
Don't forget the pictures, okay? All right?
THE WITNESS: Okay.
MR. SMITH: So it's under the subpoena. I don't want to bother you. I know you don't want to have a lot of -- anything to do with this case.
So don't forget the pictures, all right?
THE WITNESS: Yes.
MR. LYON: May I, on that topic, Greg?
MR. SMITH: Yeah.
BY MR. LYON:
Q On that topic, when he's referring to "pictures," are you understanding him to refer to the Facebook chat?
A Yes.
Q When you referred earlier to having those, did you type out the wording separately and keep it, or do you have screenshots?
A Screenshots.
Q Thank you.
Approximate for me how many we can expect to receive.

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A A handful.
Q Maybe four or five or six?
A Correct.
MR. LYON: Thank you. I appreciate it.
MR. SMITH: All right.
So thank you, Mr. Casas. I apologize for taking up your day.
And thank you for cooperating and for coming back in the afternoon. I appreciate that as well.
And we can conclude this deposition now. And we can conclude pursuant to code.
THE REPORTER: Mr. Lyon, did you need a copy of this?
MR. LYON: One copy of the transcript only.
THE VIDEOGRAPHER: And then, Mr. Casas, just hold on before -- right after we finish, for me.
This concludes Volume I of the deposition -- oh.
This concludes Volume I of the deposition of Henry Casas for Garza versus City of Los Angeles, a municipal entity. We are now off the record. The time is 3:07 p.m.
(Whereupon the deposition concluded at 3:07 p.m.)

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* * *

I DECLARE UNDER PENALTY OF PERJURY, UNDER THE LAWS OF THE STATE OF CALIFORNIA, THAT THE FOREGOING IS TRUE AND CORRECT.

EXECUTED ON THE _____ DAY OF _____, 2021.

_____
HENRY CASAS

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REPORTER'S CERTIFICATE

I, the undersigned Certified Shorthand Reporter holding a valid and current license issued by the State of California, do hereby certify:

That said proceedings were taken down by me in shorthand at the time and place therein set forth and thereafter transcribed under my direction and supervision.

I further certify that I am neither counsel for nor related to any party to said action, nor in any way interested in the outcome thereof.

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IN WITNESS WHEREOF, I have subscribed my name on this date: December 17, 2020.

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Certified Shorthand Reporter

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