



STATE OF NEW YORK
OFFICE OF THE ATTORNEY GENERAL
SUBPOENA AD TESTIFICANDUM
THE PEOPLE OF THE STATE OF NEW YORK
GREETINGS

TO: Peter Ajemian
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New York, NY 10019-9710

YOU ARE HEREBY COMMANDED, pursuant to Executive Law § 63(8) and New York Civil Practice Law and Rules § 2302(a), to appear and attend before the Special Deputies to the First Deputy Attorney General, on May 10, 2021 at 9:30 AM, or any agreed upon adjourned date or time, at One Liberty Plaza, 38th Floor, New York, New York 10006 to testify in connection with an investigation into allegations of and circumstances surrounding sexual harassment claims made against Governor Cuomo, or any matter that the Attorney General deems pertinent thereto.

TAKE NOTICE that the Attorney General deems the testimony commanded by this Subpoena to be relevant and material to an investigation and inquiry undertaken in the public interest.


TAKE NOTICE that the examination may be recorded by stenographic, videographic and/or audio means.




TAKE FURTHER NOTICE that Your disobedience of this Subpoena, by failing to appear and attend and testify on the date, time and place stated above or on any agreed upon adjourned date or time, **may subject You to penalties and other lawful punishment** under Executive Law § 63(8), New York Civil Practice Law and Rules § 2308 and/or other statutes.

EXHIBIT



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WITNESS, The Honorable Letitia James, Attorney General of the State of New York,
this 29th day of April, 2021.

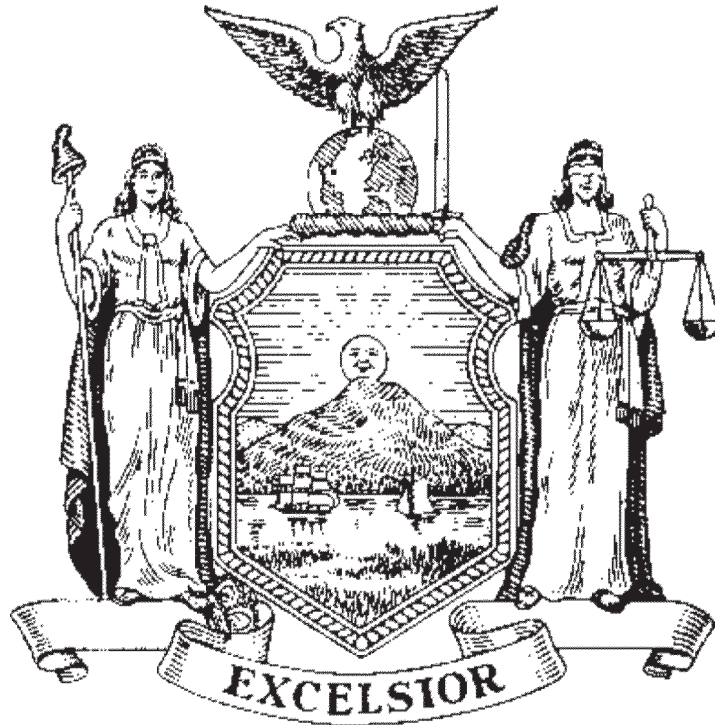
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**STATE OF NEW YORK
EXECUTIVE DEPARTMENT**



**EQUAL EMPLOYMENT OPPORTUNITY
In New York State**

RIGHTS AND RESPONSIBILITIES

A Handbook for Employees of New York State Agencies

**Andrew M. Cuomo
Governor**

December 2018

EMPLOYEE RIGHTS AND RESPONSIBILITIES

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INTRODUCTION

New York State has long been committed to the proposition that all individuals in the State should have an equal opportunity to enjoy a full and productive life, including in their occupational pursuits. Under New York State's Human Rights Law, the first of its kind in the nation, employees are protected from acts of bias, harassment, prejudice and discrimination. Such acts have no place in the workplace, State or otherwise.

All State employees have the right to be free from unlawful discrimination as well as the responsibility to assure that their actions do not contribute to an atmosphere in which the State's policy of promoting a bias-free work environment is frustrated. This also applies to interns. This Handbook is intended to provide employees and interns of the State of New York with information on their rights and responsibilities under state and federal law with respect to equal employment opportunity. Emphasis will be placed on New York State's Human Rights Law because the protections it provides are generally greater than those granted under federal law. In addition, this Handbook will cover related state laws and Executive Orders.

This Handbook does not cover agency-specific policies and procedures related to discrimination. That information is provided to employees by their respective agencies.

EMPLOYEE RIGHTS AND RESPONSIBILITIES

PROTECTED AREAS

The Human Rights Law (“Law”) applies to all State agencies and employees and provides very broad anti-discrimination coverage. The Law provides, in section 296.1(a), that it is an unlawful discriminatory practice “[f]or an employer or licensing agency, because of the age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, familial status, marital status or domestic violence victim status of any individual, to refuse to hire or employ or to bar or to discharge from employment such individual or to discriminate against such individual in compensation or in terms, conditions or privileges of employment. Persons with disabilities, and persons with pregnancy-related conditions, are entitled to reasonable accommodation as provided in section 296.3.

Accommodation of sabbath observance or other religious practices is required by section 296.10. The Law further provides, in sections 296.15 and 296.16, protections from employment discrimination for persons with prior conviction records, or prior arrests, youthful offender adjudications or sealed records.

Each of these areas will be discussed in order below, as well as other protections provided by Governor’s Executive Orders and other state laws and policies.

AGE

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person’s age, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

While most cases of age discrimination concern allegations that an employee was perceived to be “too old” by an employer, under New York State law it is also discriminatory to base an employment decision on a perception that a person is “too young,” as long as the person is at least 18. However, basing a decision on lack of experience or ability is not discriminatory.

Decisions about hiring, job assignments or training must never be based on age-related assumptions about an employee’s abilities or willingness to learn or undertake new tasks and responsibilities.

All employees must refrain from conduct or language that directly or indirectly expresses a preference for employees of a certain age group. Ageist remarks must be avoided in the workplace.

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Statutory protection.

Age discrimination is made unlawful by Human Rights Law § 296.1, § 296.3-a and § 296-c, and by the federal Age Discrimination in Employment Act (“ADEA”).¹ Under New York law, age discrimination in employment is prohibited against all persons eighteen years of age or older. Under the ADEA, age discrimination is prohibited only against persons forty years of age or older.

Executive Order concerning State workers.

On January 1, 2011, Governor Andrew M. Cuomo issued Executive Order No. 2, reissuing Executive Order No. 96,² which prohibits Age Discrimination in the workplace. The Executive Order notes that every State employee is entitled to work in an age-neutral environment with equal opportunity for hiring, promotion and retraining opportunities.

Retirement.

Mandatory retirement of employees at any specific age is generally prohibited, except as noted below.³ However, retirement plans may contain an age component for eligibility. Thus, retirement plans may require that persons attain a certain age or have some combination of age and years of service, before being eligible for retirement benefits.⁴

Incentive programs intended to induce employees to retire by granting them greater retirement benefits than those to which they would normally be entitled in order to reduce the size of the work force have generally been found to be lawful. Being eligible for “early retirement” is not coercion based on age. Similarly, that an employee may not be eligible for a retirement benefit or incentive because he or she has not attained a certain age (i.e., “too young”) is also not considered discriminatory.

Exceptions.

The Civil Service Law⁵ mandates minimum and maximum hiring ages for police officers. Correction Officers must be at least 21 years of age in order to be appointed.⁶ These are lawful exceptions to the provisions of the Human Rights Law.

¹ 29 U.S.C. § 621 et seq.

² Issued by Gov. Mario M. Cuomo on April 27, 1987.

³ Human Rights Law § 296.3-a(d) but see exceptions below.

⁴ Human Rights Law § 296.3-a(g).

⁵ N.Y. Civil Service Law § 58; see also N.Y. Executive Law § 215.3.

⁶ N.Y. Correction Law § 7(4).

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There are certain limited exceptions to the prohibition on mandatory retirement.⁷ For example, officers of the New York State Police are required to retire at age 60,⁸ and State park police officers are required to retire at age 62.⁹

In the area of employee benefits, the Human Rights Law does not “preclude the varying of insurance coverage according to an employee's age.”¹⁰

RACE and COLOR

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's race or color, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

Discrimination because of a person's membership in or association with an identifiable class of people based on ancestry or ethnic characteristics can be considered racial discrimination.

There is no objective standard for determining an individual's racial identity. Therefore, the State defers to an employee's self-identification as a member of a particular race.

“Color” can be an independent protected class, based on the color of an individual's skin, irrespective of his or her race.

Statutory protection.

Race and color discrimination are unlawful pursuant to the Human Rights Law § 296.1 and § 296-c, and the federal Civil Rights Act of 1964, Title VII.¹¹

CREED

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's creed, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

⁷ Human Rights Law § 296.3-a(g).

⁸ N.Y. Retirement and Social Security Law § 381-b(e).

⁹ N.Y. Park, Recreation and Historic Preservation Law § 13.17(4).

¹⁰ Human Rights Law § 296.3-a(g).

¹¹ 42 U.S.C. § 2000e et seq.

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“Creed” encompasses belief in a supreme being or membership in an organized religion or congregation. Atheism and agnosticism are considered creeds as well. A person is also protected from discrimination because of having no religion or creed. An individual’s self-identification with a particular creed or religious tradition is determinative.

Statutory protection.

Discrimination based on creed is unlawful pursuant to the Human Rights Law § 296.1 and § 296-c, and the federal Civil Rights Act of 1964, Title VII.¹²

Sabbath or holy day observance.

An employee is entitled to time off for religious observance of a sabbath or holy day or days, in accordance with the requirements of his or her religion, provided it does not impose an undue hardship to his or her employer, as explained below.¹³ Time off shall also be granted to provide a reasonable amount of time for travel before and after the observance.

The Human Rights Law provides that any such absence from work shall, wherever practicable in the reasonable judgment of the employer, be made up by an equivalent amount of time and work at a mutually convenient time, or shall be charged against any available personal, vacation or other paid leave, or shall be taken as leave without pay.¹⁴ Agencies are not required to permit such absence to be made up at another time, but may agree that the employee may do so.

Leave that would ordinarily be granted for other non-medical personal reasons shall not be denied because the leave will be used for religious observance.¹⁵ Under no circumstances may time off for religious observance be charged as sick leave.¹⁶

The employee is not entitled to premium wages or benefits for work performed during hours to which such premium wages or benefits would ordinarily be applicable, if the employee is working during such hours only to make up time taken for religious observance.¹⁷

¹² 42 U.S.C. § 2000e et seq.

¹³ Human Rights Law § 296.10(a).

¹⁴ Human Rights Law § 296.10(b).

¹⁵ Human Rights Law § 296.10(c).

¹⁶ Human Rights Law § 296.10(b).

¹⁷ Human Rights Law § 296.10(a). “Premium wages” include “overtime pay and compensatory time off, and additional remuneration for night, weekend or holiday work, or for standby or irregular duty.” § 296.10(d)(2). “Premium benefit” means “an employment benefit, such as seniority, group life insurance, health insurance, disability insurance, sick leave, annual leave, or an educational or pension benefit that is greater than the employment benefit due to the employee for an equivalent period of work performed during the regular work schedule of the employee.” § 296.10(d)(3).

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Civil Service Law § 50(9) provides that candidates who are unable to attend a civil service examination because of religious observance can request an alternate test date from the Department of Civil Service without additional fee or penalty.

Religious observance or practices.

An employee who, in accordance with his or her religious beliefs, observes a particular manner of dress, hairstyle, beard, or other religious practice, should not be unreasonably required to compromise his or her practice in the workplace. The employer is required by law to make a bona fide effort to accommodate an employee's or prospective employee's religious observance or practice.¹⁸

Request for accommodation.

The employee needing time off or other accommodation of religious observance or practice should clearly state the religious nature of the request and should be willing to work with the employer to reach a reasonable accommodation of the need. Supervisors should consult with their human resources and/or legal departments, as necessary, with respect to requests for accommodation of religious observance or practices.

Conflicts with seniority rights.

In making the effort to accommodate sabbath observance or religious practices, the employer is not obliged to initiate adversarial proceedings against a union when the seniority provisions of a collective bargaining agreement limit its ability to accommodate any employee's religious observance or practice, but may satisfy its duty under this section by seeking volunteers willing to waive their seniority rights in order to accommodate their colleague's religious observance or practice. This waiver must be sought from the union that represents the employees covered by such agreement.

Undue hardship.

Before the employer can deny a religious accommodation, the employer must be able to show that accommodating the employee's religious observance or practice would result in undue hardship to the employer. The undue hardship standard applies generally to all accommodation requests, not only those for time off for religious observance. "Undue hardship" means an accommodation requiring significant expense or difficulty, including one that would cause significant interference with the safe or efficient operation of the workplace. Factors that are specifically to be considered are the identifiable costs (such as loss of productivity, or the cost to transfer or hire additional personnel), and the number of individuals who will need time off for a particular sabbath or holy day in relation to available personnel.¹⁹

Furthermore, in positions that require coverage around the clock or during particular hours, being available even on sabbath or holy days *may* be an essential function of the

¹⁸ Human Rights Law § 296.10(a).

¹⁹ Human Rights Law § 296.10(d)(1).

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job. Also, certain uniform appearance standards *may* be essential to some jobs. A requested accommodation will be considered an undue hardship, and therefore not reasonable, if it will result in the inability of an employee to perform an essential function of the job.²⁰

Exceptions.

None with regard to employment decisions. Accommodation is limited by reasonableness, conflicting seniority rights and undue hardship, as set forth above.

NATIONAL ORIGIN

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's national origin, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

National origin is defined as including ancestry, so an individual born in the United States is nonetheless protected against discrimination based on his or her ancestors' nationality.²¹ An individual's self-identification with a particular national or ethnic group is determinative.

Statutory protection.

National origin discrimination is unlawful pursuant to the Human Rights Law § 296.1 and § 296-c, and the federal Civil Rights Act of 1964, Title VII.²²

Language issues.

Fluency in English may be a job requirement. However, requiring that a person speaks English as his or her primary language, or be a "native speaker," may be considered national origin discrimination. In some circumstances, where a particular level of fluency in English is not necessary for job performance, requiring such fluency might also constitute national origin discrimination. The only lawful requirement is for a level of English fluency necessary for the job.

Requiring employees to speak only English, at all times in the workplace, may be national origin discrimination. Any specific workplace rule about language use must be reasonable and necessary to the efficient conduct of State business. Any such

²⁰ Human Rights Law § 296.10(d)(1).

²¹ Human Rights Law § 292.8.

²² 42 U.S.C. § 2000e et seq.

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reasonable rule that prohibits or limits the use of a language other than English in the workplace must be clearly communicated to employees before it can be enforced.²³

Requiring fluency in a language other than English, such as for employment in bilingual positions, is not discriminatory. However, a job qualification of language fluency must be based on an individual's ability, not on national origin. A requirement that an individual be a "native speaker" of a language other than English is discriminatory.

Proof of identity and employment eligibility.

All New York State employees hired after November 6, 1986 must be able to complete a verified federal Form I-9, which establishes the employee's identity and eligibility for employment in the United States. Rescinding an offer of employment or terminating employment based upon lack of current employment authorization is required by federal law and is not unlawful discrimination.²⁴

Citizenship requirements.

Employees serving in positions designated as "public offices," as well as peace and police officer positions defined in the New York State Criminal Procedure Law, must be United States citizens.²⁵

SEXUAL ORIENTATION

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's sexual orientation, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

The term "sexual orientation" means heterosexuality, homosexuality, bisexuality or asexuality, whether actual or perceived.²⁶

Statutory protection.

Discrimination on the basis of sexual orientation is unlawful pursuant to the Human Rights Law § 296.1 and § 296-c. Sexual orientation is not a protected class under

²³ See the federal Equal Employment Opportunity Commission's regulation at 29 CFR § 1606.7.

²⁴ US Immigration and Nationality Act § 274A, as modified by the Immigration Reform and Control Act of 1986, Immigration Act of 1990 and Illegal Immigration Reform and Immigrant Responsibility Act of 1996.

²⁵ Public Officers Law § 3(1); Criminal Procedure Law § 1.20(34) (police officers); Criminal Procedure Law § 2.10 (peace officers).

²⁶ Human Rights Law § 292.27.

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federal law. However, sexual orientation discrimination may also be considered sex discrimination under federal law.

Same-sex spouses or partners.

The New York State Marriage Equality Act, signed by Governor Cuomo on June 24, 2011, and effective on July 24, 2011, authorizes marriages between same-sex couples in the State of New York. New York State also recognizes marriages between same-sex couples performed in any jurisdiction where such marriages are valid. Spousal benefits will be provided to same-sex spouses in the same manner as to opposite-sex spouses of State employees. Failure to offer equal benefits, or to discriminate against an employee in a marriage with a same-sex spouse, is considered discrimination on the basis of sexual orientation.

Domestic partners.

Same-sex partners who are not married may also qualify for benefits. The employer and his or her partner can fill out the *Application for Domestic Partner Benefits and Affidavit of Domestic Partnership and Financial Interdependence*, which is available on-line from the Department of Civil Service. Opposite-sex domestic partners can also qualify for benefits on the same basis as same-sex partners.

MILITARY STATUS

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's military status, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

"Military status" is defined in the Human Rights Law as a person's participation in the military service of the United States or the military service of the State, including but not limited to, the armed forces of the United States, the Army National Guard, the Air National Guard, the New York Naval Militia, or the New York Guard.²⁷

Statutory protection.

Discrimination on the basis of military status is unlawful pursuant to the Human Rights Law § 296.1 and § 296-c. The federal Uniformed Services Employment and Reemployment Rights Act (USERRA)²⁸ provides additional protections.

Military leave provisions for State workers (and all public employees) are contained in N.Y. Military Law § 242 and § 243. Under the 2008 amendments to the federal Family

²⁷ Human Rights Law § 292.28.

²⁸ 38 U.S.C. §§ 4301-35.

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and Medical Leave Act (FMLA), employees with a family member who is on active duty or on call to active duty status may be eligible for qualifying exigency leave or military caregiver leave of up to 26 weeks in a 12-month period, based upon the family member's military service.

Military leave and job retention rights.

N.Y. Military Law entitles State employees to a leave of absence for "ordered military duty"²⁹ or "military duty."³⁰ Both provisions entitle State employees to return to their jobs with the same pay, benefits, and status they would have attained had they remained in their position continuously during the period of military duty. State employees on leave for military duty continue to accrue years of service, increment, and any other rights or privileges. Under both Military Law and the Human Rights Law, those called to military duty, or who may be so called, may not be prejudiced in any way with reference to promotion, transfer, or other term, condition or privilege of employment. Military Law § 243(5) provides: "State employees on leave for military duty shall suffer no loss of time, service, increment, or any other right or privilege, or be prejudiced in any way with reference to promotion, transfer, reinstatement or continuance in office. Employees are entitled to contribute to the retirement system in order to have leave time count toward determining length of service."

Similarly, under USERRA, service members who leave their civilian jobs for military service are entitled to return to their jobs with the same pay, benefits, and status they would have attained had they not been away on duty. USERRA also prohibits employers from discriminating against these individuals in employment because of their military service, or for exercising their rights under USERRA.

SEX

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's sex, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

Statutory protection.

Sex discrimination is unlawful pursuant to the Human Rights Law § 296.1 and § 296-c, and the federal Civil Rights Act of 1964, Title VII.³¹

²⁹ N.Y. Military Law § 242; pertains to members of the militia, the reserve forces, or reserve components of any branch of the military.

³⁰ N.Y. Military Law § 243; pertains to active duty in the armed forces or reservists called to active duty.

³¹ 42 U.S.C. § 2000e et seq.

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Sex stereotyping.

Sex stereotyping occurs when conduct or personality traits are considered inappropriate simply because they may not conform to general societal norms or other perceptions about how individuals of either sex should act or look. For example, conduct may be considered “too aggressive” only because the individual is female, a person may be considered to be “too sensitive” only because that person is male, or a person might not look or dress in a manner consistent with another person’s views of how a man or woman should look or dress. Making employment decisions based on sex-stereotyped evaluations of conduct, looks or dress can be considered sex discrimination.

Harassment because a person does not conform to gender stereotypes is sexual harassment. Derogatory comments directed at a person who has undergone sex reassignment surgery can be sexual harassment, just as comments about secondary sex characteristics of any person can be sexual harassment.

Non-harassment related sex discrimination can also arise in the context of gender transition issues such as an employer’s refusal to recognize an employee’s sex after transition. For more information on transgender issues, see below: Gender Identity and Disability.

Sexual harassment.

Sexual harassment constitutes sex discrimination. (See below: Sexual Harassment).

Pregnancy and childbirth discrimination .

Discrimination on the basis of pregnancy or childbirth constitutes sex discrimination. (See below: Pregnancy, Childbirth and Parental Leave).

Exceptions.

Both State and federal law permit consideration of sex in employment decisions when it is a bona fide occupational qualification (BFOQ). This is, however, an **extremely narrow** exception to the anti-discrimination provisions of the Human Rights Law. Neither customer preference nor stereotyped and generalized views of ability based on sex can form the basis for a BFOQ. However, proof that employing members of a particular sex would impinge on the legitimate personal privacy expectations of an agency’s clients, particularly in a custodial environment, may make out a case for a BFOQ.

SEXUAL HARASSMENT

Sexual harassment is a form of sex discrimination and is unlawful. Sexual harassment includes harassment on the basis of sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity and the status of being transgender.

Statutory protection.

Sexual harassment is prohibited as a form of sex discrimination under the Human Rights Law § 296.1 and § 296-c, and the federal Civil Rights Act of 1964, Title VII.³²

Executive Order concerning State workers.

On January 1, 2011, Governor Andrew M. Cuomo issued Executive Order No. 2 reissuing Executive Order No. 19,³³ which established State policy on sexual harassment in the workplace.

Sexual harassment.

Sexual harassment is both offensive and unlawful. Every State employee and intern is entitled to a working environment free from sexual harassment and its negative economic, psychological and physical effects. Allowing sexual harassment to go unchecked in State workplaces would create significant costs to the State in both human and financial terms, including the replacement of personnel who leave their jobs, increased use of health benefit plans due to emotional and physical stress, absenteeism, and decline in individual and workgroup productivity.

Every employer in New York State must have in place a policy on sexual harassment prevention, which includes a procedure for the receipt and investigation of complaints of sexual harassment. This policy and procedure should be distributed to new employees and made available to all staff as needed. Also, each agency must provide appropriate sexual harassment training to its staff.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment;
- Such conduct is made either explicitly or implicitly a term or condition of employment; or

³² 42 U.S.C. § 2000e et seq.

³³ Issued by Gov. Mario M. Cuomo on May 31, 1983.

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- Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment.

Hostile environment sexual harassment includes, but is not limited to, words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature, or which are directed at an individual because of that individual's sex. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, or which interfere with the recipient's job performance.

Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions or privileges of employment. This is also called "quid pro quo" harassment. Only supervisors are deemed to engage in this kind of harassment, because co-workers do not have the authority to grant or withhold benefits.

With respect to inappropriate questions during the hiring process or during employment, see below: Unlawful Inquiries.

Employees should consult their agency's sexual harassment policy for further discussion of what constitutes sexual harassment.

As with all discrimination and harassment, if an employee is a victim of sexual harassment, or observes it in the workplace, the employee should complain promptly to a supervisor, managerial employee, personnel administrator, or equal employment officer. The complaint can be verbal or in writing. If the complaint is verbal, a written complaint may be required in order to assist in the investigation. Any complaint, whether verbal or written, must be investigated by the agency. Furthermore, any supervisory or managerial employee who observes or otherwise becomes aware of conduct of a sexually harassing nature, must report such conduct so that it can be investigated.

If an employee is harassed by a co-worker or a supervisor, it is very important that a complaint be made to a higher authority promptly. An agency cannot stop sexual harassment unless it has knowledge of the harassment. Once informed, the agency is required to initiate an investigation and take prompt and effective remedial action where appropriate.

See below: Harassment.

Harassment by a non-employee.

The employing agency has the duty to prevent harassment in the workplace including harassment by non-employees, such as vendors, consultants, clients, customers, visitors or interns.

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Harassment of non-employees.

Non-employees in the workplace, who are performing work under contract, are explicitly protected from sexual harassment by Human Rights Law § 296-d.

In accord with statewide policy, employees and interns are subject to discipline for harassment of *anyone* in the workplace, including contractors, clients, vendors, or any members of the public.

DISABILITY

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's disability, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

All employees must be able to perform the essential functions of their jobs in a reasonable manner, with or without a reasonable accommodation. Consideration of requests for accommodation of applicants or employees with disabilities is required and should be granted where reasonable.

Statutory protection.

Disability discrimination is unlawful pursuant to Human Rights Law § 296.1 and § 296-c. Reasonable accommodation is required of employers pursuant to Human Rights Law § 296.3(a). New York State law has a very broad definition of disability, and generally protects persons with any disabling condition, including temporary disabilities. Disability discrimination is also unlawful under federal law. However, the scope of disability under the provisions of the Americans with Disability Act (ADA) is not as broad.³⁴ The Federal Rehabilitation Act of 1973 § 503 and § 504³⁵ also apply to many State workers. Federal law also requires reasonable accommodation.

Guide dog, hearing dog, and service dog provisions are found in Human Rights Law § 296.14. An employee who uses a guide, hearing or service dog is also protected by Civil Rights Law § 47-a and § 47-b.

What is a “disability” under the Human Rights Law?

A “disability” is:

- a physical, mental or medical impairment resulting from anatomical, physiological, genetic or neurological conditions which prevents the exercise of a

³⁴ 42 U.S.C. § 12111 et seq.

³⁵ 29 U.S.C. § 793 and § 794.

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normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnostic techniques or

- a record of such an impairment or
- a condition regarded by others as such an impairment.³⁶

Because this definition includes any impairment that is demonstrable by clinical or laboratory diagnostic techniques, it includes most disabling conditions.

Reasonable performance.

An employee with a disability must be able to achieve “reasonable performance” in order to be protected by the Human Rights Law. Reasonable performance is not perfect performance or performance unaffected by the disability, but job performance reasonably meeting the employing agency’s needs to achieve its governmental functions. An employee with a disability is entitled to reasonable accommodation if it will permit the employee to achieve reasonable job performance.

Essential functions.

A function is essential if not performing it would fundamentally change the job for which the position exists. If a function is not essential to the job, then it can be reassigned to another employee, and the employee with a disability may not be required to perform that function.

Employers may ask applicants with disabilities about their ability to perform specific job functions and tasks, as long as all applicants are asked in the same way about their abilities. Employers may require applicants/employees to demonstrate capacity to perform the physical demands of a particular job, in the same way as applicants are asked to demonstrate competence and qualifications in other areas. Such tests of capacity, agility, endurance, etc. are non-discriminatory as long as they can be demonstrated to be related to the specific duties of the position applied for and are uniformly given to all applicants for a particular job category.

Reasonable Accommodation.³⁷

A reasonable accommodation is an adjustment or modification made to a job or work environment that enables a person with a disability to perform the essential functions of a job in a reasonable manner. Some examples of reasonable accommodation include:

- A modified work schedule;
- Reassignment of the non-essential functions of the job;
- Acquisition or modification of equipment;

³⁶ Human Rights Law § 292.21.

³⁷ With respect to policy and procedures relative to reasonable accommodation generally, employees should consult the publication *Procedures for Implementing Reasonable Accommodation for Applicants and Employees in New York State Agencies*.

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- Provision of an accessible worksite.

All otherwise qualified applicants and employees are entitled to reasonable accommodation of disability. Accommodation is required if it is reasonable and will assist in overcoming an obstacle caused by the disability that prevents the person from applying for the position, from performing the essential functions of the position, or from receiving equal terms, conditions or privileges of the position.

Unless the disability is obvious (e.g. employee's use of a wheelchair) the applicant or employee must inform the employing agency of the need for accommodation. The employee also must provide reasonable medical documentation as requested by the agency and engage in an interactive process with the agency in order to reach an effective and reasonable accommodation.

Once an accommodation has been requested, the agency has an obligation to verify the need for the accommodation. If the need for accommodation exists, then the employing agency has an obligation to seek an effective solution through an interactive process between the agency and the employee.

While the employee can request a particular accommodation, the obligation to provide a reasonable accommodation is satisfied where the needs of the person with the disability are met. The agency has the right to decide which reasonable accommodation will be granted, so long as it is effective in enabling the employee to perform the job duties in a reasonable manner.

An agency may require a doctor's note to substantiate the request, or a medical examination where appropriate, but must maintain the confidentiality of an employee's medical information. The Human Rights Law requires that the employee cooperate in providing medical or other information needed to verify the disability, or any additional information that is otherwise necessary for consideration of the accommodation.³⁸

Information provided for purposes of reasonable accommodation cannot be used by the agency for another purpose such as a basis for referring an employee for a medical examination to determine fitness for duty pursuant to Civil Service Law section 72(1) or placing the employee on an involuntary leave of absence pursuant to Civil Service Law section 72(5) or other personnel actions.

Many common questions about reasonable accommodation are explained in the reasonable accommodation regulations³⁹ of the New York State Division of Human Rights, which are available on the Division's website. These regulations may be used by applicants, employees, and agency personnel in order to better understand the reasonable accommodation process.

³⁸ Human Rights Law § 296.3.

³⁹ 9 N.Y.C.R.R. § 466.11.

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Family Medical Leave Act (29 USC sections 2601 to 2654).

The State as an employer cannot take adverse action against employees who exercise their rights to medical leave for the birth, adoption, or foster care placement of a child, for their own serious health condition, or to care for a family member with a serious health condition which qualifies under the Act. The Act entitles eligible employees to take up to a total of 12 weeks of unpaid leave during a 12-month period. (Military caregivers may be entitled to up to 26 weeks of leave. See above: Military Status.)

Paid Family Leave.

The New York State Paid Family Leave Law⁴⁰ provides for paid leave to bond with a newly born, adopted or fostered child; care for a close relative with a serious health condition; or assist loved ones when a family member is deployed abroad on active military service. The amount of paid leave available increases to a total of 12 weeks by 2021. State employees not represented by a union in bargaining units 06, 18, 46 and 66 are covered by the law. State employees represented by a union may be covered if Paid Family Leave is collectively bargained for.

More information is available on the New York State website at <https://www.ny.gov/new-york-state-paid-family-leave/paid-family-leave-information-employees>. This includes information on who is eligible, and how to apply.

Civil Service Law §§ 71 and 73.

The Civil Service Law allows an agency to terminate an employee after one cumulative year of absence for a disability resulting from an occupational injury or disease as defined in the Workers' Compensation Law.⁴¹ This is extended to two years for an individual injured in an assault that causes such injury or disease. The Civil Service Law also allows an agency to terminate an employee who has been continuously absent for one year for a personal injury or illness.⁴²

Drug and Alcohol-Free Workplace Policy.

New York State employees are subject to criminal, civil, and disciplinary penalties if they distribute, sell, attempt to sell, possess, or purchase controlled substances while at the workplace or while acting in a work-related capacity. Such illegal acts, even if engaged in while off duty, may result in disciplinary action. In those locations where it is permitted, an employee may possess and use a controlled substance that is properly prescribed for the employee by a physician. Employees are also prohibited from on-the-job use of, or impairment from alcohol. If a supervisor has a reasonable suspicion that an employee is unable to perform job duties due to a disability which may be caused by the use of controlled substances or alcohol, that employee may be required

⁴⁰ Workers Compensation Law, art. 9, §§ 200, et seq.

⁴¹ Civil Service Law § 71.

⁴² Civil Service Law § 73.

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to undergo medical testing.⁴³ If the cause of the disability is found to be drug- or alcohol-related, the employee may be referred to voluntary and confidential participation in the statewide Employee Assistance Program. Other available options include pursuing disability leave procedures or disciplinary measures. On-line supervisory training regarding a drug and alcohol free workplace is available through the GOER's Online Learning Center at <https://nyslearn.ny.gov/>.

The Federal Drug-Free Workplace Act of 1988, amended in 1994, requires that all agencies that have contracts with the United States Government that exceed \$100,000, and all agencies that receive Federal grants, maintain a drug-free workplace. If an employee is involved in work on a contract or grant covered by this law, they are required to notify their employer of any criminal drug statute conviction, for a violation occurring in the workplace, not less than five days after the conviction. Agencies covered by this law must notify the Federal government of the conviction and must take personnel action against an employee convicted of a drug abuse violation.

Drug Addiction and Alcoholism under the Human Rights Law and Regulations.⁴⁴

An individual who is currently using drugs illegally is not protected under the disability provisions of the Human Rights Law. The law protects individuals who are recovered or recovering drug addicts or alcoholics and may protect alcoholics if the alcoholism does not interfere with job performance.

Intoxication or use of alcohol on the job is not protected. A test to determine the illegal use of drugs is not considered a medical test that is governed by the Human Rights Law. Agencies have differing requirements and policies with regard to drug testing.

If an individual is protected by the Human Rights Law, adjustment to work schedules, where needed to allow for ongoing treatment, is allowed as an accommodation where reasonable, if the individual is still able to reasonably perform the essential functions of the job, including predictable and regular attendance.

See above: Drug and Alcohol-Free Workplace Policy.

Guide dogs, hearing dogs, and service dogs.

Users of guide dogs, hearing dogs, or service dogs that are trained as provided in the Human Rights Law are given protection by the Human Rights Law.⁴⁵

The use of such a dog is not considered a "reasonable accommodation," but a right protected separately under the Human Rights Law, and the dog owner need not specifically request permission to bring the dog into the workplace. This specific

⁴³ For agencies that do not have their own drug/alcohol testing procedures, this test must be done pursuant to Civil Service Law § 72.

⁴⁴ See *generally* 9 N.Y.C.R.R. § 466.11(h).

⁴⁵ Human Rights Law § 296.14.

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provision has no parallel in the federal ADA, under which the matter would instead be analyzed to determine whether a reasonable accommodation is appropriate.

This right to be accompanied by such dogs in the workplace applies only to dogs that meet the definitions found in the Human Rights Law.

A “guide dog” or “hearing dog” is a dog that is trained to aid a person who is blind, deaf or hard of hearing, is actually used to provide such aid, and was trained by a guide or hearing dog training center or professional guide or hearing dog trainer.⁴⁶

A “service dog” may perform a variety of assistive services for its owner. However, to meet the definition, the dog must be trained by a service dog training center or professional service dog trainer.⁴⁷

Dogs that are considered therapy, companion or other types of assistance dogs, but who have not been professionally trained as stated in the definitions above, are not covered by this provision.⁴⁸

The provision also does not apply to animals other than dogs, regardless of training.

Dogs not meeting one of the definitions, or animals other than dogs, may provide assistance or companionship to a person with a disability. However, they are generally **not** permitted into the workplace as a reasonable accommodation, because the workplace and other employees can be adversely impacted by animals that are not professionally trained by guide, hearing or service dog trainers, as provided above. The New York State Civil Service Law provides qualified employees with special leave benefits for the purposes of obtaining service animals or guide dogs and acquiring necessary training.⁴⁹

Exceptions.

The Human Rights Law does not require accommodation of behaviors that do not meet the employer's workplace behavior standards that are consistently applied to all similarly situated employees, even if these behaviors are caused by a disability.⁵⁰

Reasonable accommodation is not required where the disability or the accommodation itself poses a direct threat, which means a significant risk of substantial harm to the

⁴⁶ Human Rights Law §§ 292.31-32.

⁴⁷ Human Rights Law § 292.33.

⁴⁸ A dog may be licensed as a “service” dog, and nevertheless not meet the definition of service dog for purposes of the Human Rights Law. N.Y. Agriculture & Markets Law § 110, which requires the licensing of dogs, permits municipalities to exempt from licensing fees various categories of dogs, including “service” and “therapy” dogs, but the section provides no definitions of those categories.

⁴⁹ Civil Service Law § 6(1).

⁵⁰ 9 N.Y.C.R.R. § 466.11(g)(1).

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health or safety of the employee or others that cannot be eliminated or reduced by reasonable accommodation.⁵¹

PREDISPOSING GENETIC CHARACTERISTICS

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of the applicant or employee having a predisposing genetic characteristic, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

Testing for such genetic characteristics is prohibited in most circumstances.

Statutory protection.

Discrimination on the basis of a genetic characteristic is unlawful pursuant to Human Rights Law § 296.1, § 296.19, and § 296-c. It is also covered by the federal Genetic Information Nondiscrimination Act (GINA).⁵²

What is a predisposing genetic characteristic?

A predisposing genetic characteristic is defined as “any inherited gene or chromosome, or alteration thereof, . . . determined by a genetic test or inferred from information derived from an individual or family member that is scientifically or medically believed to predispose an individual or the offspring of that individual to a disease or disability, or to be associated with a statistically significant increased risk of development of a physical or mental disease or disability.”⁵³

How is the employee or applicant protected?

It is an unlawful discriminatory practice for any employer to directly or indirectly solicit, require, or administer a genetic test to a person, or solicit or require information from which a predisposing genetic characteristic can be inferred as a condition of employment or pre-employment application.⁵⁴ It is also unlawful for an employer to buy or otherwise acquire the results or interpretation of an individual's genetic test results or information from which a predisposing genetic characteristic can be inferred or to make

⁵¹ 9 N.Y.C.R.R. § 466.11(g)(2).

⁵² As with Title VII, the ADA and the ADEA, the Genetic Information Nondiscrimination Act is enforced by the federal Equal Employment Opportunity Commission. When codified, GINA was distributed throughout various sections of Titles 29 and 42 of the United States Code. For more details on GINA, see <http://www.eeoc.gov/laws/types/genetic.cfm>.

⁵³ Human Rights Law § 292.21-a.

⁵⁴ Human Rights Law § 296.19(a)(1).

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an agreement with an individual to take a genetic test or provide genetic test results or such information.⁵⁵

An employee may give written consent to have a genetic test performed, for purposes of a worker's compensation claim, pursuant to civil litigation, or to determine the employee's susceptibility to potentially carcinogenic, toxic, or otherwise hazardous chemicals or substances found in the workplace environment. The employer may not take any adverse action against an employee on the basis of such voluntary test.⁵⁶

Exceptions.

An employer may require a specified genetic test as a condition of employment where such a test is shown to be directly related to the occupational environment, such that the employee or applicant with a particular genetic anomaly might be at an increased risk of disease as a result of working in that environment.⁵⁷ However, the employer may not take adverse action against the employee as a result of such testing.

FAMILIAL STATUS

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's familial status, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

"Familial status" includes being pregnant, having a child under the age of 18, having legal custody of any person under the age of 18, or having a person under the age of 18 residing in the home of the designee of the parent, or being in the process of securing custody, adoption or foster care placement of any person under 18.

Statutory protection.

Discrimination on the basis of familial status is unlawful pursuant to Human Rights Law § 296.1. Familial status is not a protected class under federal law.

Familial status does not include the identity of the children.

Parents or guardians of children are protected from discrimination on the basis of the **status** of being a parent or guardian, not with regard to who their children are. Therefore, actions taken against an employee because of who their child is, or what that child has done, do not implicate familial status discrimination.

⁵⁵ Human Rights Law § 296.19(a)(2).

⁵⁶ Human Rights Law § 296.19(c) and (d).

⁵⁷ Human Rights Law § 296.19(b).

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Nepotism.

Nepotism means hiring, granting employment benefits, or giving other favoritism based on the identity of a person's family member. Anti-nepotism rules do not implicate familial status discrimination, because anti-nepotism rules involve the *identity* of the employees as relatives, not their *status* as parent, child, or spouse. The Public Officers Law provides that a State employee may not control or influence decisions to hire, fire, supervise or discipline a family member.⁵⁸ Moreover, other acts of nepotism not specifically governed by this provision may violate more general conflict of interest provisions in the New York ethics statutes.

What is familial status discrimination?

Familial status discrimination would include, but not be limited to, making employment decisions about an employee or applicant:

- because she is pregnant;
- because she or he has children at home, or has "too many" children;
- based on belief that someone with children will not be a reliable employee;
- because she or he is a single parent;
- because she or he is a parent, regardless of living arrangements;
- because she or he is living with and caring for a grandchild;
- because she or he is a foster parent, or is seeking to become a foster parent, or to adopt a child;
- because a father has obtained custody of one or more of his children and will be the primary caretaker;
- based on the belief that mothers should stay home with their children; or
- because of any other stereotyped belief or opinion about parents or guardians of children under the age of 18.

No requirement of reasonable accommodation.

The Human Rights Law explicitly states that the familial status provisions do not create any right to reasonable accommodation on that basis.⁵⁹ Therefore, the employer is not required to accommodate the needs of the child or children and is not required to grant time off for the parent to attend school meetings, concerts, sporting events, etc., as an accommodation. However, the employer must grant such time off to the same extent that time off is granted to employees for other personal reasons.

The familial status protections do not expand or decrease any rights that a parent or guardian has under the federal Family Medical Leave Act or the New York State Paid Family Leave Act (where these are applicable) to time off to care for family members. (See above: Family Medical Leave Act and Paid Family Leave.)

⁵⁸ Anti-nepotism rules for all State government workplaces are found in N.Y. Public Officers Law § 73.14.

⁵⁹ Human Rights Law §296.3

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Pregnancy and childbirth discrimination.

Discrimination on the basis of pregnancy constitutes familial status discrimination. (See below: Pregnancy, Childbirth and Parental Leave.)

MARITAL STATUS

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's marital status, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

"Marital status" is the condition of being single, married, separated, divorced, or widowed.

Statutory protection.

Discrimination on the basis of marital status is unlawful pursuant to Human Rights Law § 296.1 and § 296-c. Marital status is not covered by federal law.

Marital status does not include the identity of the spouse.

Discrimination based on the identity of the individual to whom a person is married is not marital status discrimination, as it is only the status of being married, single, divorced, or widowed that is protected. Thus, terminating employment because of the actions of a spouse would not be considered marital status discrimination, because the action was taken not based on the fact that the employee was married but that the employee was married to a particular person.

Nepotism.

Nepotism means hiring, granting employment benefits, or other favoritism based on the identity of a person's spouse or other relative. The Public Officers Law provides that a State employee may not control or influence decisions to hire, fire, supervise or discipline a spouse or other relative.⁶⁰ Moreover, other acts of nepotism not specifically governed by this provision may violate more general conflict of interest provisions in the New York ethics statutes. Such anti-nepotism rules do not implicate marital status discrimination.

⁶⁰ Anti-nepotism rules for all State government workplaces are found in N.Y. Public Officers Law § 73.14.

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What is marital status discrimination?

Some examples of marital status discrimination are:

- expecting an employee to work a disproportionate number of extra shifts or at inconvenient times because he or she is not married, and therefore won't mind.
- selecting a married person for a job based on a belief that married people are more responsible or more stable.
- giving overtime or a promotion to a married person rather than a single person based on a belief that the single person does not have to support anyone else.

DOMESTIC VIOLENCE VICTIM STATUS

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's status as a victim of domestic violence, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

Statutory protection.

Discrimination based on domestic violence victim status is unlawful pursuant to Human Rights Law § 296.1 and § 296-c. There is no similar federal protection.

Executive Order concerning State workers.

On January 1, 2011, Governor Andrew M. Cuomo issued Executive Order No. 2, reissuing Executive Order No. 19,⁶¹ which requires adoption of domestic violence and the workplace policies by all executive branch State agencies.

Purpose of domestic violence and the workplace policies.

Domestic violence permeates the lives and compromises the safety of New York State residents with tragic, destructive, and sometimes fatal results. Domestic violence occurs within a wide spectrum of relationships, including married and formerly married couples, couples with children in common, couples who live together or have lived together, gay, lesbian, bisexual and transgender couples, and couples who are dating or who have dated in the past.

Domestic violence often spills over into the workplace, compromising the safety of both victims and co-workers and resulting in lost productivity, increased health care costs, increased absenteeism, and increased employee turnover. The purpose of the policy is to address the impacts of domestic violence already being felt in the workplace.

⁶¹ Issued by Gov. Eliot L. Spitzer on October 22, 2007.

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The workplace can sometimes be the one place where the victim is not cut off from outside support. The victim's job, financial independence, and the support of the workplace can be part of an effective way out of the abusive situation. Therefore, the domestic violence and the workplace policy aims to support the victim in being able to retain employment, find the resources necessary to resolve the problem, and continue to serve the public as a State employee.

Meeting the needs of domestic violence victims.

A victim of domestic violence can ask the employer for accommodations relating to his or her status, which can include the following:

- Employee's need for time off to go to court, to move, etc., should be granted at least to the extent granted for other personal reasons.
- If an abuser of an employee comes to the workplace and is threatening, the incident should be treated in same manner as any other threat situation. It is not to be treated as just the victim's problem which the victim must handle on her or his own. The victim of domestic violence must not be treated as the "cause" of the problem and supervisory employees must take care that no negative action is taken against the victim because, for example, the abuser comes to the workplace, the victim asks the employer to notify security about the potential for an abuser to come to the workplace, or the victim provides an employer with information about an order of protection against the abuser.
- If a victim needs time off for disability caused by the domestic violence, it should be treated the same as any temporary disability. This includes time off for counseling for psychological conditions caused by the domestic violence. (See above: Disability. Note: temporary disabilities are covered under the Human Rights Law.)
- The State's domestic violence and the workplace policy requires this and more. Employees should consult their agency's policy to understand the support it affords to victims of domestic violence, which may include the following:
 - Assistance to the employee in determining the best use of his/her attendance and leave benefits when an employee needs to be absent as a result of domestic violence.
 - Assistance with enforcement of all known court orders of protection, particularly orders in which the abuser has been ordered to stay away from the work site.
 - Refraining from any unnecessary inquiries about domestic violence.
 - Maintenance of confidentiality of information about the domestic violence victim to the extent possible.
 - Establishment of a violence prevention procedure, such as a policy to call "911" if an abuser comes to the workplace.
 - Working with the domestic violence victim to develop a workplace safety plan.

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In addition, the policy also sets out standards for the agency to hold employees accountable who utilize State resources or use their position to commit an act of domestic violence.

Time off for legal proceedings.

In addition to the requirement of the domestic violence and the workplace policy that victims be granted reasonable time off to deal with domestic violence, time off for legal proceedings is addressed by the Penal Law. It is illegal for an employer to take any adverse action against an employee who is a victim of a crime for taking time off to appear in court as a witness, to consult with a district attorney, or to obtain an order of protection.⁶²

Unemployment insurance benefits.

If a victim must leave a job because of domestic violence, he or she is not necessarily barred from receiving unemployment insurance benefits. Circumstances related to domestic violence may be “good cause” for voluntarily quitting a job. Also, job performance problems related to domestic violence (such as absenteeism or tardiness) will not necessarily bar benefits.⁶³

Further information and support.

Dealing with domestic violence requires professional assistance. Domestic violence can be a dangerous or life-threatening situation for the victim and others who may try to become involved. Both victims and employers may contact the NYS Office for the Prevention of Domestic Violence for further information.

PREGNANCY, CHILDBIRTH AND PARENTAL LEAVE

Discrimination on the basis of pregnancy constitutes discrimination on the basis of sex and familial status. Furthermore, medical conditions related to pregnancy or childbirth must be reasonably accommodated in the same manner as any temporary disability. Parental leave is available to employees on a gender-neutral basis.

Statutory protection.

Discrimination based on sex and familial status is unlawful pursuant to Human Rights Law § 296.1 and § 296-c. Sex, but not familial status, is a protected class under federal law. Reasonable accommodation of pregnancy-related conditions is required by the Human Rights Law.⁶⁴ There is no similar requirement under federal law, unless the pregnancy-related condition meets the definition of “disability” under federal law. Also,

⁶² N.Y. Penal Law § 215.14.

⁶³ N.Y. Labor Law § 593.

⁶⁴ Human Rights Law § 296.3(a).

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the federal Family Medical Leave Act and the New York State Paid Family Leave Act (where these are applicable) may entitle an employee leave. (See above: Family Medical Leave Act and Paid Family Leave.)

Pregnancy discrimination.

No decision regarding hiring, firing or the terms, condition and privileges of employment may be based on the fact that an applicant or employee is pregnant or has recently given birth. A pregnant individual may not be compelled to take a leave of absence unless pregnancy prevents that individual from performing the duties of the job in a reasonable manner.⁶⁵ Disability discrimination may also be implicated where discrimination is based on limitations or perceived limitations due to pregnancy.

Reasonable accommodation of pregnancy-related conditions.

Any medical condition related to pregnancy or childbirth that does prevent the performance of job duties entitles the individual to reasonable accommodation, including time off consistent with the medical leave policies applicable to any disability. The mere fact of being pregnant does not trigger the requirement of accommodation. But, any condition that “inhibits the exercise of a normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnostic techniques”⁶⁶ must be accommodated, when necessary, to allow the employee to perform the essential functions of the job.

An agency may require a doctor’s note to substantiate the request but must maintain the confidentiality of an employee’s medical information. The Human Rights Law requires that the employee cooperate in providing medical or other information needed to verify the pregnancy-related condition, or that is otherwise necessary for consideration of the accommodation.⁶⁷ (See above: Disability.)

While pregnancy-related conditions are treated as temporary disabilities for purposes of applying existing regulations under the Human Rights Law, pregnancy-related conditions need not meet any definition of disability to trigger an employer’s obligation to accommodate under the law. Any medically-advised restrictions or needs related to pregnancy will trigger the need to accommodate, including such things as the need for extra bathroom breaks, or increased water intake.

Parental leave.

Any parent of a newborn child, a newly adopted child, or a sick child is entitled to available child care leave without regard to the sex of the parent. Only the woman who gives birth, however, is entitled to any medical leave associated with pregnancy, childbirth and recovery.

⁶⁵ Human Rights Law § 296.1(g) and § 296-c(2)(e).

⁶⁶ Human Rights Law § 292.21-f.

⁶⁷ Human Rights Law § 296.3.

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In general, the State as an employer cannot take adverse action against employees who take qualifying medical leave for the birth or adoption of a child, for their own serious health condition, or to care for a family member with a serious health condition which qualifies under the federal Family and Medical Leave Act.⁶⁸ The Act entitles eligible employees to take up to a total of 12 weeks of unpaid leave during a calendar year.

PRIOR ARREST RECORDS, YOUTHFUL OFFENDER ADJUDICATIONS AND SEALED RECORDS

It is an unlawful discriminatory practice for an employer to make any inquiry about any arrest or criminal accusation of an individual, not then pending against that individual, which has been resolved in favor of the accused or resolved by a youthful offender adjudication or resulted in a sealed conviction. It is unlawful to require any individual to divulge information pertaining to any such arrest or criminal accusation or to take any adverse action based on such an arrest or criminal accusation.

Statutory protection.

This protection is provided by Human Rights Law § 296.16.

What is unlawful?

It is generally unlawful to ask an applicant or employee whether he or she has ever been arrested or had a criminal accusation filed against him or her. It is also generally unlawful to inquire about youthful offender adjudications or sealed records. It is **not** unlawful to ask if a person has any currently pending arrests or accusations. It is also not unlawful to inquire about convictions. (See below: Previous Conviction.)

It is generally unlawful to require an individual to divulge information about the circumstances of an arrest or accusation no longer pending. In other words, the employer cannot demand information from the individual accused in order to “investigate” the circumstances behind an arrest. It is **not** unlawful to require an employee to provide information about the outcome of the arrest, i.e. to demonstrate that it has been terminated in favor of the accused. The agency may be able to take action against an employee for the conduct that led to the arrest but Human Rights Law §296.16 provides that no person “shall be required to divulge information” pertaining to the arrests resolved as set out below.

Pending arrest or accusation.

As long as an arrest or criminal accusation remains pending, the individual is not protected. The agency may refuse to hire or may terminate or discipline the employee

⁶⁸ 29 U.S.C. § 2601 et seq.

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in accordance with applicable law or collective bargaining agreement provisions. The agency may also question the employee about the pending arrest or accusation, the underlying circumstances, and the progress of the matter through the criminal justice system.

However, if the employee is arrested while employed, is not terminated by the employer, and the arrest is subsequently terminated in favor of the employee, the employee then becomes protected. After a favorable termination, the employer cannot initiate an adverse action against the employee based on the arrest and cannot question the employee about the matter. The employer can require that the employee provide proof of the favorable disposition in a timely manner.

What specific circumstances are protected?

The arrest or criminal accusation must have been:

- dismissed, pursuant to Criminal Procedure Law § 160.50;
- disposed of as a youthful offender adjudication, pursuant to Criminal Procedure Law § 720.35;
- resulted in a conviction for a violation, which was sealed pursuant to Criminal Procedure Law § 160.55; or
- resulted in a conviction, which was sealed pursuant to Criminal Procedure Law § 160.58 or § 160.59.

Sealed records.

Whether or not a record is sealed is a factual question. Many records that could be sealed are not in fact sealed. Sealing a record requires that the court specifically order that the record be sealed. The applicant or employee is responsible to know the status of a sealable conviction. If it is not in fact sealed, then it is a conviction record that can be required to be disclosed. (See below: Previous Conviction.)

Exceptions.

The Human Rights Law explicitly states that arrest inquiries, requests for information, or adverse actions may be lawful where such actions are “specifically required or permitted by statute.”⁶⁹

These provisions do not apply to an application for employment as a police officer or peace officer.⁷⁰

The provisions do not fully apply to an application for employment or membership in any law enforcement agency. For those positions, arrests or criminal accusations that are dismissed pursuant to Criminal Procedure Law § 160.50 may not be subject to inquiry, demands for information, or be the basis of adverse action. However, the other types of

⁶⁹ Human Rights Law § 296.16; see e.g. Civil Service Law § 50(4).

⁷⁰ Police and peace officer as defined in Criminal Procedure Law §§ 1.20 and 2.10, respectively.

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terminations (youthful offender adjudication or sealed convictions) may be inquired into and taken into consideration for jobs with law enforcement agencies.

PREVIOUS CONVICTION RECORDS

It is unlawful to deny any license or employment, to refuse to hire, or terminate, or take an adverse employment action against an applicant or employee, by reason of his or her having been convicted of one or more criminal offenses, if such refusal is in violation of the provisions of Article 23-A of the Correction Law. The Correction Law provides the standards to be applied and factors to be considered before an employment decision may be based on a previous conviction, including the factor that it is the public policy of the State of New York to encourage the licensure and employment of those with previous criminal convictions

Statutory protection.

This protection is provided by Human Rights Law § 296.15, in conjunction with Article 23-A of the N.Y. Correction Law.

Factors from the Correction Law.

The Correction Law provides that an employer may not refuse to hire, or terminate an employee, or take an adverse employment action against an individual, because that individual has been previously convicted of one or more criminal offenses, or because of a belief that a conviction record indicates a lack of "good moral character," *unless* either there is a direct relationship between one or more of the previous criminal offenses and the specific employment sought or held, or employment of the individual would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.⁷¹

In order to determine whether there is either a direct relationship or unreasonable risk (as mentioned above), the employer must apply the factors set forth in the Correction Law, as follows:

- (a) The public policy of this State, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more criminal offenses.
- (b) The specific duties and responsibilities necessarily related to the license or employment sought or held by the person.
- (c) The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his fitness or ability to perform one or more such duties or responsibilities.

⁷¹ N.Y. Correction Law § 752.

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- (d) The time which has elapsed since the occurrence of the criminal offense or offenses.
- (e) The age of the person at the time of occurrence of the criminal offense or offenses.
- (f) The seriousness of the offense or offenses.
- (g) Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct.
- (h) The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of specific individuals or the general public.⁷²

Also, in making the determination, the employer must give consideration to a certificate of relief from disabilities or a certificate of good conduct issued to the individual, which creates a presumption of rehabilitation in regard to any offense specified in the certificate.⁷³

The factors must be applied on a case-by-case basis and each of the factors must be considered. The employing agency must take into account the individual's situation by analyzing factors (d) through (g) and must also analyze the specific duties and responsibilities of the job pursuant to factors (b), (c) and (h). If any additional documentation is needed, it must be requested of the applicant or employee before any adverse determination is made. A justification memorandum that merely tracks the statute but without rational application of the factors to the facts of the case may lead to a finding that an adverse determination was arbitrary and capricious.

Conviction must be “previous.”

Individuals are protected for *previous* convictions. A conviction that occurs during employment does not entitle the individual to these protections.

Inquiries and misrepresentation.

Unlike many other areas covered by the Human Rights Law, an employer is not prevented from asking an individual to disclose prior convictions as part of the employment application process or at any time during employment.

If the employer learns at any time that that an applicant or employee has made a misrepresentation with regard to any previous conviction, it may be grounds for denial or termination of employment.⁷⁴

Interaction with the arrest provisions.

The arrest provisions⁷⁵ of the Human Rights Law interact with the conviction provisions. Although it is *lawful to ask* about previous convictions, it is *unlawful to ask* about

⁷² N.Y. Correction Law § 753.1.

⁷³ N.Y. Correction Law § 753.2.

⁷⁴ N.Y. Correction Law § 751; see also Civil Service Law section 50(4).

⁷⁵ Human Rights Law § 296.16.

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previous arrests resolved in an individual's favor, or about youthful offender adjudications, or about convictions that have been sealed pursuant to Criminal Procedure Law § 160.55 or § 160.58. If any individual with a youthful offender record or a sealed conviction states that he or she has no previous convictions, this is not a misrepresentation. The employer is not entitled to any information about youthful offender records or sealed convictions. (See above: Prior Arrest.)

Enforcement only by court action.

A State employee or an applicant for State employment cannot file a complaint with the Division of Human Rights regarding previous conviction. An individual can pursue enforcement under the Human Rights Law only by filing an Article 78 proceeding in State Supreme Court.⁷⁶ However, State employees may file complaints with respect to the Prior Arrest provisions of the Human Rights Law with the Division of Human Rights. (See above: Prior Arrest.)

Exceptions.

It is not unlawful to discriminate if, upon weighing the factors set out above, the previous criminal offense bears a direct relationship to the job duties, or if employment of the individual would involve an unreasonable risk to safety or welfare, as explained in more detail above.

An individual may be required to disclose previous convictions, unless they are sealed, as explained in more detail above.

These protections do not apply to "membership in any law enforcement agency."⁷⁷

GENDER IDENTITY

No decision affecting hiring, promotion, firing or a term, condition or privilege of employment shall discriminate on the basis of a person's gender identity, nor shall employees be harassed or otherwise discriminated against on such basis, or perceived basis.

"Gender identity" means an individual's gender identity, self-image, appearance, behavior or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the legal sex or gender assigned to an individual at birth.

⁷⁶ N.Y. Correction Law § 755.1.

⁷⁷ N.Y. Correction Law § 750.5.

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A transgender person is an individual who has a gender identity different from the sex assigned to that individual at birth.

Gender dysphoria is a recognized medical condition related to an individual having a gender identity different from the sex assigned at birth.

Statutory protection.

Gender identity is protected under the Human Rights Law as gender identity may form the basis of sex and disability discrimination claims. These protections are explained in regulations promulgated by the Division of Human Rights.⁷⁸ Gender identity discrimination may also be considered sex discrimination under federal law.

Executive Order concerning State workers.

On January 1, 2011, Governor Andrew M. Cuomo issued Executive Order No. 2, reissuing Executive Order No. 33,⁷⁹ which prohibits discrimination in employment by executive branch agencies on the basis of gender identity.

What protection against discrimination is provided by Executive Order?

The Executive Order seeks to root out employment discrimination on the basis of gender identity in order to help attract and retain competent and effective employees.

No State agency, employee or agent thereof, shall discriminate on the basis of gender identity against any individual in any matter pertaining to employment by the State including, but not limited to, hiring, termination, retention, job appointment, promotion, tenure, recruitment, compensation and benefits, and other terms and conditions of employment. Under the Executive Order, harassment and retaliation based on gender identity are also prohibited. (See below: Harassment and Retaliation.) All complaints alleging harassment and retaliation under Executive Order 33 can be made under an agency's internal discrimination complaint procedure.

The prohibition on gender identity discrimination extends to actions based upon an individual's actual or perceived gender identity. While gender identity discrimination can take many forms, it includes, but is not limited to, unwelcome verbal or physical conduct, such as derogatory comments, jokes, graffiti, drawings or photographs, touching, gestures, or creating or failing to remedy a hostile work environment.

What protection against discrimination is provided by the Human Rights Law?

The term "sex" when used in the Human Rights Law includes gender identity and the status of being transgender and either basis is sex discrimination. Harassment on either basis qualifies as sexual harassment. (See above: Sex Stereotyping.)

⁷⁸ 9 N.Y.C.R.R. § 466.13

⁷⁹ Issued by Gov. David A Paterson on December 16, 2009.

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The term “disability” when used in the Human Rights Law includes gender dysphoria or other condition meeting the definition of disability in the Human Rights Law and discrimination on that basis is disability discrimination. Refusal to provide reasonable accommodation for persons with gender dysphoria, where requested and necessary, and harassment of persons with gender dysphoria are also disability discrimination. (See above: Disability.)

GENERAL PROHIBITIONS

Harassment

Harassment that creates a hostile work environment, based on the protected categories discussed in this Handbook, is unlawful pursuant to the Human Rights Law. (See above: Sexual Harassment.) State employees and interns are entitled to a work environment which promotes respect for all, and actions that demonstrate bias, harassment, or prejudice will not be tolerated.

Harassment consists of words, signs, jokes, pranks, intimidation or physical violence that is directed at an employee or intern because of his or her membership in any protected class, or perceived class. It also includes workplace behavior that is offensive and based on stereotypes about a particular protected group, or which is intended to cause discomfort or humiliation on the basis of protected class membership.

Harassment is unlawful when it becomes severe or frequent enough to alter the terms or conditions of an individual’s employment or internship.

Appropriate supervision is not harassment.

Normal workplace supervision, such as enforcing productivity requirements, requiring competent job performance, or issuing disciplinary warnings or notices, is *not* harassment. If these actions are imposed on the basis of protected class membership, then this may be discrimination in the terms, condition or privileges of employment.

Harassment by a non-employee.

The employing agency has the duty to prevent harassment in the workplace including harassment by non-employees, such as vendors, consultants, clients, customers, visitors or interns.

Harassment of non-employees.

Non-employees in the workplace, who are performing work under contract, are explicitly protected from sexual harassment by Human Rights Law § 296-d.

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In accord with statewide policy, employees and interns are subject to discipline for harassment of *anyone* in the workplace, including contractors, clients, vendors, or any members of the public.

Harassment must be reported.

The employing agency is not responsible for harassment by co-workers or non-employees, unless the agency knows about the harassment and fails to take appropriate steps to correct the situation. Harassment should be reported to a supervisor, manager, human resources officer, or EEO officer. The individual who reports harassment, or who is experiencing the harassment, needs to cooperate with any investigation into the harassment so that a full and fair investigation can be conducted, and any necessary remedial action can be promptly undertaken.

An employee with supervisory responsibility has a duty to report harassment that he or she observes or otherwise knows about. A supervisor who has received a report of harassment from an employee or intern has a duty to report it to management, even if the employee or intern who complained has asked that it not be reported. Any harassment or potential harassment that is observed must be reported, even if no one is complaining about it.

Harassment must be investigated and appropriate corrective action taken.

The employer has the duty to investigate any report of harassment. If it is determined that the harassing behavior is occurring, the employing agency has a duty to take prompt and effective corrective action to stop the harassment and take such other steps as are appropriate.

Unlawful Inquiries

It is an unlawful discriminatory practice for an employer to print, circulate, or use any form of application, or to make any inquiry which expresses directly or indirectly, any limitation, specification or discrimination as to any protected class, unless based upon a bona fide occupational qualification.⁸⁰

Even if an inquiry is not asked with the apparent intent to express a limitation, it can become evidence of discriminatory intent in a subsequent action, by creating an appearance of discriminatory motivation. Those interviewing candidates for State positions or promotions should exercise extreme caution so as not to ask any unnecessary question or make any comment that could be interpreted as expressing a discriminatory motivation. This is simply a good employment practice.

Information gathered in furtherance of an affirmative action plan may be lawful, so long as the affirmative action is pursued in a lawful manner (which is beyond the scope of

⁸⁰ Human Rights Law § 296.1(d) and § 296-c(2)(c).

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this booklet). Information on protected class membership which is collected for statistical purposes should be retained separately from a candidate's other information.

Retaliation

Retaliation by an employer is unlawful pursuant to the Human Rights Law and the Civil Service Law.⁸¹ The federal statutes mentioned in this handbook also prohibit retaliation.

The Human Rights Law protects any individual who has filed a complaint, testified or assisted in any proceeding under the Law, as well as one who has opposed any practices forbidden by the Law. Even if the practices the individual has opposed are not in fact a violation of the Human Rights Law, the individual is protected if he or she had a good faith belief that the practices were unlawful.

Division or court proceedings.

A complainant or witness is absolutely protected against retaliation for any oral or written statements made to the Division or a court in the course of proceedings, regardless of the merits or disposition of the underlying complaint.

Opposing discriminatory practices.

Opposing discriminatory practices includes filing an internal complaint of discrimination with the employing agency or reporting discriminatory actions to a supervisor or other appropriate person, either verbally or in writing. It also includes complaining that another person's rights under the Law were violated or encouraging a fellow employee to report unlawful discriminatory practices.

However, behaving inappropriately towards a person deemed to be engaged in discrimination or harassment does not constitute protected opposition to unlawful practices. Employees should instead complain to a supervisor, manager, human resources officer, or EEO officer.

There is no protection for a person who opposes practices the person finds merely distasteful or wrong, despite having no reasonable basis to believe those practices were in violation of the Law or State policy. Furthermore, the retaliation provision is not intended to protect persons making false charges of discrimination.

Adverse employment action.

Retaliation occurs when an adverse action or actions is taken against the employee by the employer. The action need not be job-related or occur in the workplace. Unlawful retaliation can be any action, more than trivial, that would have the effect of dissuading a reasonable worker from making or supporting a charge of discrimination.

⁸¹ Human Rights Law § 296.7; see also Civil Service Law § 75-B, which gives protection to "whistleblowers."

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Actionable retaliation by an employer can occur after the individual is no longer employed by that employer. This can include giving an unwarranted negative reference for a former employee.

An adverse action is not retaliatory merely because it occurs after the employee engaged in protected activity. Employees continue to be subject to all job requirements and disciplinary rules after having engaged in such activity. In order to make a claim of retaliation, the individual must be able to substantiate the claim that the adverse action was retaliatory.

Interns

Paid interns are employees, and all provisions relating to employees explained in this document apply to paid interns. Unpaid interns are explicitly protected by Human Rights Law § 296-c, and are entitled to the same protections as employees, in most areas, wherever § 296-c is referenced in the sections above.

Unpaid interns are protected from discrimination in hiring, discharge, or the terms, conditions or privileges of employment as an intern because of the intern's age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, marital status, or domestic violence victim status. Unpaid interns are also explicitly protected from harassment.

Political Activities

The Civil Service Law provides that no appointment or selection or removal from employment shall relate to the political opinions or affiliations of any person. No person in the civil service of the State is under any obligation to contribute to any political fund or render any political service and no person shall be removed or otherwise prejudiced for refusing to do so. No person in the civil service shall discharge or promote or reduce or in any manner change the rank or compensation of another for failing to contribute money or any other valuable thing for any political purpose. No person in the civil service shall use his or her official authority or influence to coerce the political action of any person or body or to interfere with any election.⁸² This law is enforced by the New York State Joint Commission on Public Ethics. Complaints regarding this provision should not be filed with the Division of Human Rights.

Diversity

New York State is committed to a nondiscriminatory employment program designed to meet all the legal and ethical obligations of equal opportunity employment. Each department develops affirmative action policies and plans to ensure compliance with equal opportunity laws. To assist in building cooperative work environments, which

⁸² Civil Service Law § 107.

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welcome an increasingly diverse workforce, the Department of Civil Service Staffing Services Division, and courses on diversity in the workplace, are available to agencies through the Governor's Office of Employee Relations (GOER). Contact your personnel office for more information about specific agency affirmative action policies and plans. Diversity training information is available under Training & Development on the GOER website at www.goer.ny.gov.

Reporting Discrimination Complaints Internally

As noted throughout this Handbook, any employee who has been subjected to any discrimination, bias, prejudice, harassment or retaliation, based on any of the protected classes covered by the Handbook, should promptly report the matter to his or her supervisor or manager, to the agency's human resources department, or to the Equal Opportunity Officer (also referred to as Affirmative Action Officer) assigned to the agency.

Each agency has policies and procedures in place to respond to such complaints and can advise employees as to appropriate steps to take pursuant to the agency's procedures. All agency procedures are designed to ensure that the State's anti-discrimination policies are followed, including the State's policies forbidding retaliation, as set out above. All agency procedures provide for a prompt and complete investigation as to the complaint of discrimination, and for prompt and effective remedial action where appropriate. These policies and procedures, and discrimination complaint form, should be available on your agency's intranet site or employee handbook. If you cannot locate them, please contact your supervisor or manager, the agency's human resources department, or the EEO officer assigned to the agency and they will assist you in obtaining this information.

Pursuing Discrimination Complaints Externally

Agency policies and procedures are intended to address all complaints of discrimination within the agency. They are not intended to satisfy, replace or circumvent options available to employees through negotiated union contracts; federal, state or other civil rights enforcement agencies; and/or the judicial system. Thus, the use of these internal complaint procedures will not suspend any time limitations for filing complaints set by law or rule and will not fulfill any other requirements set by law or rule.

Employees are not required to pursue their agency's internal complaint procedure before filing a complaint with any agency or with a court, based on federal or state or local law (though as mentioned previously, an agency may not be held responsible for harassment by coworkers if it was not made aware of the harassment).

Listed throughout the Handbook are citations to the various laws that pertain to discrimination. Employees may be able to file complaints pursuant to these laws with administrative agencies and/or in court. There may also be additional remedies

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available to employees, and employees may wish to seek an attorney's advice prior to determining appropriate steps to take.

The following agencies can provide information to employees and receive and investigate complaints of employment discrimination pursuant to the New York State Human Rights Law (State Division of Human Rights) or Title VII, ADEA, ADA or GINA (U.S. Equal Employment Opportunity Commission).

- New York State Division of Human Rights ("SDHR")
 - Website: www.dhr.ny.gov
 - Telephone: (888)392-3644
 - TTY number: (718)741-8300
- United State Equal Employment Opportunity Commission ("EEOC")
 - Website: www.eeoc.gov
 - Telephone: (800)669-4000
 - TTY number: (800)669-6820

NOTE

This Handbook has been prepared for the general information of State employees as a summary of the various federal and state laws, executive orders, and policies that provide protection from discrimination for State employees and comprises the anti-discrimination policy of the State of New York. Employees should also refer to specific laws and executive orders, together with any employee manual and policies of their employing agency for any additional policies and protections that may apply to them.

This Handbook does not grant any legal rights to any employee, nor is it intended to bind the State in any way. Where there is a conflict between any law, regulation, order, policy or collective bargaining agreement and the text of this Handbook, such law, regulation, order, policy or agreement shall be controlling.

The State reserves the right to revise, add to, or delete any portion of this Handbook at any time, in its sole discretion, without prior notice to employees. Moreover, this Handbook is not intended to, and does not create any right, contractual or otherwise, for any employee, not otherwise contained in the particular law or executive order the Handbook summarizes.

This Handbook has been written so as to not conflict with any collective bargaining agreement that the State has entered into with any union representing its unionized employees. If there is any conflict between this Handbook and any collective bargaining

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agreement, the provisions of the collective bargaining agreement will control. This Handbook shall not constitute a change in any existing term and condition of employment.

Cuomo Is Accused of Sexual Harassment by a 2nd Former Aide

The woman, 25, said that when they were alone in his office, Gov. Andrew Cuomo asked if she “had ever been with an older man.”



By Jesse McKinley

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ALBANY, N.Y. — A second former aide to Gov. Andrew M. Cuomo is accusing him of sexual harassment, saying that he asked her questions about her sex life, whether she was monogamous in her relationships and if she had ever had sex with older men.

The aide, Charlotte Bennett, who was an executive assistant and health policy adviser in the Cuomo administration until she left in November, told The New York Times that the governor had harassed her late last spring, during the height of the state’s fight against the coronavirus.

Ms. Bennett, 25, said the most unsettling episode occurred on June 5, when she was alone with Mr. Cuomo in his State Capitol office. In a series of interviews this week, she said the governor had asked her numerous questions about her personal life, including whether she thought age made a difference in romantic relationships, and had said that he was open to relationships with women in their 20s — comments she interpreted as clear overtures to a sexual relationship.

Mr. Cuomo said in a statement to The Times on Saturday that he believed he had been acting as a mentor and had “never made advances toward Ms. Bennett, nor did I ever intend to act in any way that was inappropriate.” He said he had requested an independent review of the matter and asked that New Yorkers await the findings “before making any judgments.”

Ms. Bennett said that during the June encounter, the governor, 63, also complained to her about being lonely during the pandemic, mentioning that he “can’t even hug anyone,” before turning the focus to Ms. Bennett. She said that Mr. Cuomo asked her, “Who did I last hug?”

Ms. Bennett said she had tried to dodge the question by responding that she missed hugging her parents. “And he was, like, ‘No, I mean like really hugged somebody?’” she said.

Mr. Cuomo never tried to touch her, Ms. Bennett said, but the message of the entire episode was unmistakable to her.

“I understood that the governor wanted to sleep with me, and felt horribly uncomfortable and scared,” Ms. Bennett said. “And was wondering how I was going to get out of it and assumed it was the end of my job.”

Ms. Bennett said she had disclosed the interaction with Mr. Cuomo to his chief of staff, Jill DesRosiers, less than a week later and was transferred to another job, as a health policy adviser, with an office on the opposite side of the Capitol, soon after that. Ms. Bennett said she had also given a lengthy statement to a special counsel to the governor, Judith Mogul, toward the end of June.

Ms. Bennett said she ultimately decided not to insist on an investigation because she was happy in her new job and “wanted to move on.” No action was taken against the governor.

In his statement, Mr. Cuomo called Ms. Bennett a “hard-working and valued member” of his staff with “every right to speak out.” He said that Ms. Bennett had spoken to him about being a sexual assault survivor — an experience about which she had been open in the past — and he had tried to be supportive and helpful. “The last thing I would ever have wanted was to make her feel any of the things that are being reported,” the governor said.

The governor did not deny that he asked Ms. Bennett personal questions; he said in the statement that he would have no further comment until the review concluded.

Ms. Bennett’s account follows another detailed accusation published on Wednesday by Lindsey Boylan, a former state economic development official who said that Mr. Cuomo had harassed her on several occasions from 2016 to 2018, at one point giving her an unsolicited kiss on the lips at his Manhattan office.



Lindsey Boylan has accused Mr. Cuomo of harassing her on several occasions while she was employed by the state government. Rob Latour/Shutterstock

Mr. Cuomo's office has called Ms. Boylan's accusations untrue, but they have nonetheless prompted calls for investigations into her claims. In addition to the two women's harassment allegations, the governor, a third-term Democrat, is confronting significant political fallout over his handling of the state's nursing homes during the pandemic.

After seeing Ms. Boylan detail her accusations against Mr. Cuomo, Ms. Bennett shared Ms. Boylan's account on Twitter, suggesting that people read it if they wanted a true picture of "what it's like to work for the Cuomo" administration.

The Times contacted Ms. Bennett, and she agreed to relate her own account of harassment. She said she felt an obligation to other victims of sexual harassment and wanted to counter the way Mr. Cuomo "wields his power."

Ms. Bennett said she had told her parents and friends about the exchange with the governor around the time that it happened, as well as about her growing discomfort with having to work closely with him, and had kept text messages from that period.

The Times reviewed the messages and confirmed their contents with those who received them. Ms. Bennett also retained text messages from Ms. DesRosiers and Ms. Mogul that alluded to their meetings in June, but did not mention the subject matter.

"I have no problem with what they did," Ms. Bennett said of Ms. DesRosiers and Ms. Mogul, describing both women as sympathetic to her concerns. "I have a problem with what the governor did."

Ms. Bennett was hired by the administration in early 2019, working out of the governor's Manhattan office as a briefer, an entry-level position. She had graduated from Hamilton College in 2017, where she was active in women's issues and founded a sexual misconduct task force. She said her own experience in surviving a sexual attack had prompted her to "help sexual assault survivors be heard and enforce victims' rights," according to a bulletin on the college's website.

By mid-2019, Ms. Bennett had been promoted to senior briefer and executive assistant after an interview with Mr. Cuomo. The two became friendly, she said, and they bonded over shared connections with Westchester County: At the time, he was living with Sandra Lee, a celebrity chef, in Mount Kisco; Ms. Bennett was living with her parents in

a neighboring hamlet. She mentioned to Mr. Cuomo that she had played middle-school soccer against one of his daughters, who are also in their mid-20s.

“We got along really well,” she said of the governor. Mr. Cuomo, she said, would sometimes ask questions about her dating life that she said seemed inappropriate but not necessarily unmanageable.

“I saw him more as a father figure,” she said. “I wasn’t thinking about it as anything sexual.”

The accusations against Mr. Cuomo come as he faces fierce criticism over his handling of New York's nursing homes amid the pandemic. Spencer Platt/Getty Images

In January 2020, Ms. Bennett sent her mother a text. "Had a really long convo with Gov today," she wrote, outlining a two-hour conversation about numerous topics, including her career goals.

"He had a lot to say and was very emotional and serious but also asked a lot of questions," she wrote, adding, "He got emotional. Not me."

Ms. Bennett's mother, Jessica, confirmed the text, and her feeling, at the time, that it was reassuring that the governor seemed to be taking on the role of a mentor.

Ms. Bennett said she was asked in late March to begin working in Albany as part of the state's Covid-19 response effort. Two months later, in mid-May, the governor's perception of their relationship seemingly began to change, she said.

On May 15, she said she arrived at the Capitol around 7 a.m. to find Mr. Cuomo already at work. Ms. Bennett was there to drop off some briefing papers, but Mr. Cuomo was chatty, asking about her love life and, in a gossipy way, whether she was involved with other members of the governor's staff. She memorialized the exchange in several texts to another Cuomo staff member that The Times reviewed.

Ms. Bennett said she had mentioned a speech she was scheduled to give to Hamilton students about her experience as a survivor of sexual assault. She said she had been taken aback by Mr. Cuomo's seeming fixation on that element of her life experience.

“The way he was repeating, ‘You were raped and abused and attacked and assaulted and betrayed,’ over and over again while looking me directly in the eyes was something out of a horror movie,” she wrote in a second text to her friend. “It was like he was testing me.”

In retrospect, Ms. Bennett said, she viewed the May 15 meeting “as the turning point in our relationship.”

“Anything before it I now see differently,” she said. “I now understand that as grooming.”

Three weeks later, Ms. Bennett said, she was summoned to Mr. Cuomo’s second-floor office and was asked to take dictation with another aide.

After the second aide left, Mr. Cuomo and Ms. Bennett continued their work. When they finished, she said, he asked her to turn off her recorder, and he began a winding conversation that touched on the Black Lives Matter protests and his daily news conferences.

But, Ms. Bennett said, the governor also started to ask questions about her personal life, including whether she was romantically involved, whether she was monogamous in her relationships and whether she had ever had sex with older men.

A series of text exchanges with a female friend from that afternoon, June 5, comported with Ms. Bennett’s recounting of the story this week. In the texts, she told her friend that she was shaken and upset by the episode and worried about even writing it down.

“Something just happened and I can’t even type it out or put it in a video,” Ms. Bennett wrote.

Ms. Bennett went on to say to her friend, who confirmed the texts’ content and validity but asked not to be identified for fear of retribution, that she and the governor had just spoken “about age differences in relationships.”



Understand the Scandals Challenging Gov. Cuomo's Leadership

The three-term governor is confronting two crises simultaneously:

- Several women, including current and former members of his administration, have accused Mr. Cuomo of sexual harassment or inappropriate behavior. He has refused to resign. An independent inquiry, overseen by the New York State attorney general, may take months.
- The Cuomo administration is also under fire for undercounting the number of nursing-home deaths caused by Covid-19 in the first half of 2020, a scandal that deepened after a recent Times investigation found that aides rewrote a health department report to hide the real number. Several senior health officials resigned recently in response to the governor's overall handling of the pandemic, including the vaccine rollout.
- On March 11, the State Assembly announced it would open an impeachment investigation. Democrats in both the State Legislature and in New York's congressional delegation called on Mr. Cuomo to resign, with some saying he has lost the capacity to govern.

When her friend asked whether Mr. Cuomo had done anything physical to Ms. Bennett, she responded: “No but it was like the most explicit it could be.”

The next day, the women continued to discuss the episode via text. Ms. Bennett wrote that the governor had asked her whether she was having sex with other people “while in my recent relationships.”

In the interview, Ms. Bennett said Mr. Cuomo told her he was lonely, particularly since the end of his relationship with Ms. Lee in 2019. He said Ms. Lee was “out of the picture,” according to Ms. Bennett, adding that he referred to “wanting a girlfriend, preferably in the Albany area.”

Ms. Bennett, who had just turned 25 at the time, said Mr. Cuomo had also asked about her feelings about age differences in relationships, saying “age doesn’t matter,” according to a text she sent to her friend.

“He asked me if I believed if age made a difference in relationships and he also asked me in the same conversation if I had ever been with an older man,” Ms. Bennett reiterated in an interview with The Times.

At one juncture, Ms. Bennett said, the governor also noted that he felt “he’s fine with anyone above the age of 22,” a point that came up after they discussed her speech at Hamilton on what was her 25th birthday.

Asked if she felt Mr. Cuomo’s questions and comments were an entreaty to a sexual relationship, Ms. Bennett said: “That’s absolutely how it felt.”

Ms. Bennett said that she had felt deeply uncomfortable with Mr. Cuomo’s comments and had tried to shift the conversation into more neutral territory — something “not about my sex life,” she recalled — like intellectual theories about monogamy and power dynamics, and even a tattoo she was considering getting.

She said Mr. Cuomo had suggested that perhaps she should put the tattoo on her buttocks, so people would not see it when she wore a dress.

A friend of Ms. Bennett’s, a former Cuomo administration official, said he had spoken to her shortly after the June 5 episode. He confirmed the contours of her account, saying that she had made it clear to him that she believed the governor wanted to have sex with her.

Ms. Bennett told her parents about the encounter within days, her mother recalled, saying her daughter had made a special visit home to do so. “She was obviously upset,” Ms. Bennett’s mother said.

Ms. Bennett said she spoke to Mr. Cuomo’s chief of staff, Ms. DesRosiers, on June 10, five days after the episode.

She said the meeting, in Ms. DesRosiers's office, had lasted about 10 minutes. Ms. Bennett said she had recounted her interaction with Mr. Cuomo and she recalled that Ms. DesRosiers had asked a few questions, been apologetic and asked to speak to her again in two days.

In a text message sent to a friend after the meeting, Ms. Bennett said Ms. DesRosiers had said: "How can we do this?," asking whether she wanted to stay in the executive branch or move to another part of the state government.

When Ms. Bennett's friend asked what that meant, Ms. Bennett explained that an outside job would still be with the administration, but "just not interacting with him."

She also told her friend, in the same series of texts, that she trusted Ms. DesRosiers but was worried about Mr. Cuomo's reaction: "I just said I didn't want him to find out and get mad."

Two days later, on June 12, Ms. DesRosiers told Ms. Bennett she would be transferred to a new position as a health policy adviser, still working in the executive branch, but in a different part of the Capitol. Her new job was announced in a June 17 email to Department of Health officials. "Welcome Charlotte!" it concluded.

Later that month, Ms. Bennett met with Ms. Mogul, a special counsel to the governor, and repeated her claims. She said, however, that she soon decided to "let this go and move on."

In a statement on Saturday, Beth Garvey, another special counsel to the governor, said that "Ms. Bennett's concerns were treated with sensitivity and respect and in accordance with applicable law and policy." She characterized the transfer to a health policy position as fulfilling "a longstanding interest" of Ms. Bennett's.

Of Ms. Bennett, Ms. Garvey said, "she was consulted regarding the resolution, and expressed satisfaction and appreciation for the way in which it was handled." Barbara S. Jones, a former federal judge in Manhattan, will lead the outside review into the matter, Ms. Garvey said.

Ms. Bennett left state government last fall and she now lives and works in a neighboring state. She said that her anger about what had happened had continued to percolate and had led to her departure.

“His presence was suffocating,” she said. “I was thinking that I could recover and have distance but that is so naïve.”

She added that she had been committed to her job in the administration, even after her interactions with Mr. Cuomo, and had tried to “not have him ruin this for me.”

But, she said, “I learned that’s not how that works.”



3801	<p>██████████ Peter Ajemien</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jeffrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	<p>From a friend who used to work here:</p> <p>I'm sure you already know all of this but I spoke to this WSJ reporter on background tonight to tell her all of my experiences with the Gov and working for him were positive. But it was a pretty ridiculous conversation. She asked me about pool parties, about someone's clothes going missing(???), young female staff only getting invited to said pool parties if they flirted enough (???), "unwanted advances" from former staffers who will come forward soon, and that she's calling Judith Mogul next bc she "swept this (Charlotte's complaint) under the rug," and "made it go away." It was ridiculous and nothing I experienced or saw. Again, I'm sure you know all of this but wanted to forward just in case.</p>	3/7/2021
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3802	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Was this from before or new to today?	3/7/2021
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3815	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jeffrey Pollock</p> <p>██████████</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	<p>TPs Back to work Will not be distracted Letting AG do her job Cooperating fully</p>	3/7/2021
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3816	<p>██████████ Rich Azzopardi</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Jeffrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	<p>https://twitter.com/analiss/status/1368641359503003649?s=21</p>	3/7/2021
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3817	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jeffrey Pollock</p> <p>+ ██████████ Melissa Derosa</p> <p>+ ██████████</p> <p>+ ██████████ Steve Cohen</p> <p>+ ██████████ Steph Benton</p> <p>+ ██████████ Beth Garvey</p> <p>+ ██████████ Judy Mogul</p> <p>██████████@gmail.com Dani Lever (owner)</p>	Also I think re tone	3/7/2021
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3818	+ [REDACTED] Lis Smith	+ [REDACTED] Dani Lever (owner) + [REDACTED] Peter Ajemien + [REDACTED] Rich Azzopardi + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	Being diff	3/7/2021
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3819	+ [REDACTED] Lis Smith	+ [REDACTED] Dani Lever (owner) + [REDACTED] Peter Ajemien + [REDACTED] Rich Azzopardi + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	You can say that there's like a time to fight back- can sit by w bullshit	3/7/2021
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3820	+ [REDACTED] Lis Smith	+ [REDACTED] Dani Lever (owner) + [REDACTED] Peter Ajemien + [REDACTED] Rich Azzopardi + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	Does anyone have recording of full call	3/7/2021
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3821	+ [REDACTED] Rich Azzopardi	+ [REDACTED] Dani Lever (owner) + [REDACTED] Lis Smith + [REDACTED] Peter Ajemien + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	Illl get you a link	3/7/2021
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3822	+ [REDACTED] Rich Azzopardi	+ [REDACTED] Dani Lever (owner) + [REDACTED] Lis Smith + [REDACTED] Peter Ajemien + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	https://drive.google.com/file/[REDACTED] [REDACTED] [REDACTED]	3/7/2021
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3823	+ [REDACTED] Lis Smith	+ [REDACTED] Dani Lever (owner) + [REDACTED] Peter Ajemien + [REDACTED] Rich Azzopardi + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	Not opening	3/7/2021
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3824	+ [REDACTED] Melissa Derosa	+ [REDACTED] Dani Lever (owner) + [REDACTED] Lis Smith + [REDACTED] Peter Ajemien + [REDACTED] Rich Azzopardi + [REDACTED] Jefrey Pollock + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	Rich email transcript to lis	3/7/2021
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3825	+ [REDACTED] Lis Smith	+ [REDACTED] Dani Lever (owner) + [REDACTED] Peter Ajemien + [REDACTED] Rich Azzopardi + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	Anyone have IT? Sorry I wasn't in a place to listen when it was going on	3/7/2021
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3826	+ [REDACTED] Lis Smith	+ [REDACTED] Dani Lever (owner) + [REDACTED] Peter Ajemien + [REDACTED] Rich Azzopardi + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	https://twitter.com/jessemckinley/status/1368654465302229002?s=21	3/7/2021
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3827	+ [REDACTED] Peter Ajemien	+ [REDACTED] Dani Lever (owner) + [REDACTED] Lis Smith + [REDACTED] Rich Azzopardi + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED] @gmail.com Dani Lever (owner)	https://twitter.com/jessemckinley/status/1368654465302229002?s=21	3/7/2021
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3828	+ [REDACTED] Peter Ajemien	+ [REDACTED] Dani Lever (owner) + [REDACTED] Lis Smith + [REDACTED] Rich Azzopardi + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED] @gmail.com Dani Lever (owner)	https://twitter.com/jessemckinley/status/1368659221743603720?s=21	3/7/2021
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3829	+ [REDACTED] Peter Ajemien	+ [REDACTED] Dani Lever (owner) + [REDACTED] Lis Smith + [REDACTED] Rich Azzopardi + [REDACTED] Jeffrey Pollock + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	Spoke to [REDACTED] Not writing. Meeting tomorrow probably to discuss. General sense is Investigation needs to play out. Bar is very high for them on something like this. Obviously they are not happy at all. Questions they are pondering- It's not just about punishment for him, it's what's best for the state. Also trying to sus out what's an election issue vs a real immediate problem.	3/7/2021
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3830	+ [REDACTED] Jefrey Pollock	+ [REDACTED] Dani Lever (owner) + [REDACTED] Lis Smith + [REDACTED] Peter Ajemien + [REDACTED] Rich Azzopardi + [REDACTED] Melissa Derosa + [REDACTED] + [REDACTED] Steve Cohen + [REDACTED] Steph Benton + [REDACTED] Beth Garvey + [REDACTED] Judy Mogul [REDACTED]@gmail.com Dani Lever (owner)	Great intel	3/7/2021
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From: [REDACTED] Jim Maltras
To: [REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED] Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie Bentoni; [REDACTED] Dani
Leyer; [REDACTED] Robert Mujica; [REDACTED] Beth Garvey; [REDACTED] Peter Ajemian; [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/21/19 12:52:18 PM

In agree she's fucking [REDACTED] Staff hated her. She was [REDACTED] and [REDACTED]

From: + [REDACTED] Jim Malatras
+ [REDACTED] Jill DesRosiers (owner); + [REDACTED] Melissa Derosa; + [REDACTED]
To: Rich Azzopardi; + [REDACTED] Annabel Walsh; + [REDACTED] Stephanie
Benton; + [REDACTED] Dani Lever; + [REDACTED] Robert Mujica; + [REDACTED] Beth
Garvey; + [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/21/19 12:53:29 PM
Attachments: ~/Library/SMS/Attachments/75/05/10EF363C-7785-4694-BA17-
FBC635B6D8DD/FullSizeRender.jpg

She's winning lots of friends



shout tomorrow

Today 12:39 PM



Josefa Velasquez @J_Vela... · 40m

A former Cuomo administration official



Lindsey Boylan @Lindsey_... · 3h

I was the only mother of young children on senior staff in my last job in politics. They didn't "get it" even with all the "right" policies. It was a toxic and demoralizing experience....



I just had to exercise restraint I haven't had since I left Afghanistan by not tagging you in a response to the moneybags who promised to help both [redacted] and I and then ghosted us both.

From: + [REDACTED] Rich Azzopardi
+ [REDACTED] Jill DesRosiers (owner); + [REDACTED] Melissa Derosa; + [REDACTED]
To: Annabel Walsh; + [REDACTED] Stephanie Benton; + [REDACTED] Jim
Malatras; + [REDACTED] Dani Lever; + [REDACTED] Robert Mujica; + [REDACTED] Beth
Garvey; + [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/21/19 01:00:49 PM

Ha!

From: + [REDACTED] Jim Malatras
+ [REDACTED] Jill DesRosiers (owner); + [REDACTED] Melissa Derosa; + [REDACTED]
To: Rich Azzopardi; + [REDACTED] Annabel Walsh; + [REDACTED] Stephanie
Benton; + [REDACTED] Dani Lever; + [REDACTED] Robert Mujica; + [REDACTED] Beth
Garvey; + [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/22/19 12:31:25 PM

Malatras to Boylan: go fuck yourself.

From: [REDACTED] Melissa Derosa
[REDACTED] Jill DesRosiers (owner); [REDACTED] Rich Azzopardi; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 12:18:25 PM

?



From: [REDACTED] Jim Malatras
To: [REDACTED] Jill DesRosiers (owner), [REDACTED] Melissa Derosa, [REDACTED] Rich Azzopardi, [REDACTED] Annabel Walsh, [REDACTED] Stephanie Benton, [REDACTED] Dani
Lever,† [REDACTED] Robert Mujica,† [REDACTED] Beth Garvey, [REDACTED] Peter Ajemian, [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 12:26:27 PM
Attachments: ~/Library/SMS/Attachments/61/01/E90BBBD0-9CC7-4CF1-8178-DEA66C8C671C/IMG_5616.gif



From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian; [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 12:26:32 PM

She's [REDACTED] changed what her tweet said

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 12:30:07 PM

I'm going to retweet my tweet without comment to drive her nuts

From: [REDACTED] Melissa Derosa
[REDACTED] Jill DesRosiers (owner); [REDACTED] Rich Azzopardi; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian; [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 12:31:58 PM

I just retweeted u

From: [REDACTED] Alphonso David
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
To: Benton; [REDACTED] Jim Malatras; [REDACTED] Dani Lever; [REDACTED] Robert
Mujica; [REDACTED] Beth Garvey; [REDACTED] Peter Ajemian; [REDACTED]@gmail.com
Jill DesRosiers (owner)
TimeStamp: 05/23/19 12:54:33 PM

I can't keep track. Jim send me a screen shot of what is going on.

From: [REDACTED] Stephanie Benton
To: [REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED] Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Jim Malatras; [REDACTED] Dani Lever; [REDACTED]
Robert Mujica; [REDACTED] Beh Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 12:58:23 PM

"Come at me"

From: [REDACTED] Stephanie Benton
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 12:58:31 PM

She asked for it!

From: [REDACTED] Rich Azzopardi
[REDACTED] Jill DesRosiers (owner); + [REDACTED] Melissa Derosa; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 12:58:59 PM

[REDACTED]

From: [REDACTED] Annabel Walsh
[REDACTED]; Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever;+ [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey;+ [REDACTED] Peter Ajemian; [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:00:48 PM
~/Library/SMS/Attachments/25/05/E910F18C-1198-42BA-808B-
Attachments: 501334A7A795/IMG_0997.jpeg, ~/Library/SMS/Attachments/e2/02/117244C7-2E63-
410C-96C8-03FD621F1077/IMG_0998.jpeg

Alphonso you have a fantastic photo featured in this

The note was about being a mother, being pregnant, & deciding when and if it was feasible to have children myself. When you've lived that experience, especially pregnancy, happy to have your insights. & when u no longer report 2 the 2nd floor happy 2listen. #tonedeaf @jimmalatras

 **Jim Malatras** @jimmalatras · 1d

I saw someone Twitterbombing about family life on the 2nd Floor to get some attention for unrelated political purposes. That's their prerogative. Is working in the chamber tough? You bet. Long hours? Yes. It should be. But my son was often a welcomed part of it so I could serve.



Tweet your reply





Tweet



Lindsey Boylan
@Lindsey_Boylan



For the record, here is what I wrote,
and I stand by it now and in the future.
To anyone. Anywhere. Come at me.



Lindsey Boylan @Lindsey_Boylan · 2d

I was the only mother of young children on senior staff in my last job in politics. They didn't "get it" even with all the "right" policies. It was a toxic and demoralizing experience. Now I run my own company full...

12:48 PM · 5/23/19 from [Manhattan, NY](#) · [Twitter for iPhone](#)

1 Like



Tweet your reply



From: [REDACTED] Rich Azzopardi
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:01:14 PM

Correct

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:08:29 PM

She's on a roll now. Dicker-esque

From: [REDACTED] Rich Azzopardi
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:09:07 PM

Can't wait for her amazon reviews on the various weapons she's stockpiling

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:09:16 PM

Lol

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:09:39 PM

You think it's too much if I say Fred, is that you?

From: [REDACTED] Rich Azzopardi
To: [REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED] Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim Malatras; [REDACTED] Dani Lever; [REDACTED]
Robert Mujica; [REDACTED] Beh Garvey; [REDACTED] Peter Ajemian; [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:09:59 PM

She won't get it anyway

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:10:46 PM

Yeah I think we just keep retweeting mine without comment. It's clearly driving her nuts.

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:11:51 PM

“Come at me” ummm the places I could go with that... but I’m a matured president now.

From: [REDACTED] Rich Azzopardi
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:13:21 PM

(Redacted by Alphonso David)

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:13:36 PM

Lol

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton;+ [REDACTED] Dani Lever;+ [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey;+ [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:48:19 PM
Attachments: ~/Library/SMS/Attachments/ac/12/4C6C5F9D-3D41-48CC-8911-
A62B84025535/IMG_1103.PNG

Hey MDR— welcome to the party!



Tweet

**Lindsey Boylan**

@Lindsey_Boylan



Meanwhile, @jimmaltras
@NYGovCuomo @melissadderosa
this is me doing mom things while
being a boss. Something the
admin did NOT help me do. End of
message.



Tweet your reply

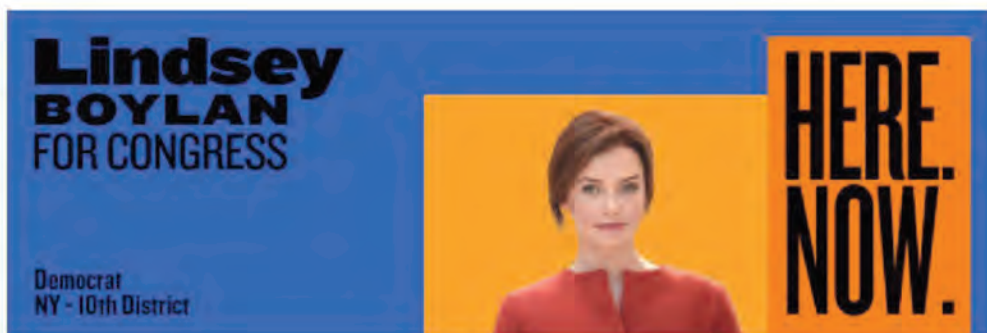


From: [REDACTED] Rich Azzopardi
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:49:24 PM

We re not a daycare

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton;+ [REDACTED] Dani Lever;+ [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey [REDACTED] Peter Ajemian; [REDACTED] @gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:52:50 PM
Attachments: ~/Library/SMS/Attachments/99/09/5336B1BC-68B0-4B30-A550-
91DDDF92A29A/IMG_1106.PNG

This email makes sense now



Dear Jim,

Why is mental health one of the issues at the forefront of our campaign?

Because 1 in 5 people will be affected by mental illness in their lifetime.

Because my family, like countless others, has been affected by mental illness.

This month I was proud to stand with NAMIWalks NYC, the largest mental health event in the country, to show my support for the National Alliance on Mental Illness.

Mental health care is an issue that touches



From: [REDACTED] Rich Azzopardi
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:53:26 PM

Liked "This email makes sense now"

From: [REDACTED] Melissa Derosa
[REDACTED] Jill DesRosiers (owner); [REDACTED] Rich Azzopardi; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:58:40 PM
Attachments: ~/Library/SMS/Attachments/97/07/6D92F637-F589-4EE5-BBE2-
A930E1C58797/Image-1.jpeg



Follow

Lindsey Boylan

@Lindsey_Boylan

Candidate for US Congress, NY-10. Democrat. Mama 2 [#BossVivie](#). Wife 2 LeRoy. Govt & Biz Leader. New Yorker. [#donutfan](#). [#primarynadler](#)

📍 New York City, NY [lindseyboylan.com](#)

📅 Joined November 2016

4,959 Following 5,036 Followers



Followed by Dana Rubinstein, Josh Vlasto, Michael McAuliff, and 11 others

Tweets

Tweets & replies

Media

Likes

📌 Pinned Tweet



Lindsey Boylan @Lindsey_Boylan · 5d

We are asked if we are ready. We are informed it's not our time. We are pat on the back & told we will be taken care of - our concerns will be tended to by men



🔇 Lindsey_Boylan has been muted

Undo

#lindseyboylanforcongress



From: [REDACTED] Melissa Derosa
[REDACTED] Jill DesRosiers (owner); [REDACTED] Rich Azzopardi; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:59:32 PM

Guys she's a [REDACTED]

From: [REDACTED] Melissa Derosa
[REDACTED] Jill DesRosiers (owner); [REDACTED] Rich Azzopardi; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:59:37 PM

We should just ignore

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 05/23/19 01:59:55 PM

Yup

From: [REDACTED] Melissa Derosa
To: [REDACTED] Jill DesRosiers (owner); [REDACTED] Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim Malatras; [REDACTED] Dani
Lever;+ [REDACTED] Robert Mujica; [REDACTED] Beth Garvey;+ [REDACTED] Peter Ajemian; [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 04/20/19 06:17:34 PM
Attachments: ~/Library/SMS/Attachments/d8/08/D2BA4FE9-367D-437B-9BF4-A76AE792D8CA/IMG_1214.jpeg

----- Forwarded from [Redacted in Original Production]

From: Lindsey [Redacted]

Date: Thu, Feb 28, 2019 at 11:31 AM

Subject: [Redacted]
To: [Redacted in Original Production]

I'm sorry you feel this way [Redacted in Orig] and I'm sorry that you feel it's necessary and appropriate to try and diminish and scare me in this way. It is not.

It's not why I'm running but a serious consideration for why I feel it's important now - to prevent a few people like you from swaying power over everything and everyone regardless of the democratic process.

It is good to know you will use your resources against me - it's unfortunate that some people who I have great respect for will try to diminish what I am about, who I am, and why I am doing this to begin with.

It's about my daughter's future.

On Thu, Feb 28, 2019 at 11:27 AM [Redacted in Original Production]

I was disappointed to read that you floated your name as a primary opponent to Jerry Nadler. It is a shame that you did not listen to me. Of course, I am totally behind Nadler. If you run, I seriously doubt you will reach the 11% level his last opponent did. And unfortunately you may have seriously impaired any realistic chance to run for the other offices you were considering.

From: [REDACTED] Melissa Derosa
[REDACTED] Jill DesRosiers (owner); [REDACTED] Rich Azzopardi; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 07/08/19 09:18:49 PM
~/Library/SMS/Attachments/a9/09/9138D5D9-270F-43DD-9B58-
F1AC3EF51278/F860A71F-8EA5-44FE-AFF0-
Attachments: F6ADCC0B4C37.pluginPayloadAttachment,
~/Library/SMS/Attachments/31/01/A32F516F-1EEF-47F3-ADB6-
111949F29C75/8A59B353-8B39-4596-B1F3-
E8E88CFDD577.pluginPayloadAttachment

<https://www.nydailynews.com/news/politics/ny-nadler-boylan-primary-challenger-woman-contender-liberal-manhattan-20190709-kmri6zj465dnxb4443miazqqa-story.html>





WOMEN'S FORUM
OF NEW YORK

WOMEN'S FORUM
OF NEW YORK

WF
WOMEN'S FORUM
OF NEW YORK

WF
WOMEN'S FORUM
OF NEW YORK



From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 07/08/19 09:30:00 PM

My g-d.

From: [REDACTED] Rich Azzopardi
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Annabel Walsh; [REDACTED] Stephanie Benton [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 07/08/19 09:35:00 PM

Welp there goes whatever progress I've made this week

From: [REDACTED] Stephanie Benton
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Jim
Malatras; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 07/08/19 10:44:48 PM

When do we release the nuclear crazy file? I'm ready to testify.

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever; [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 07/08/19 10:53:41 PM

Liked "When do we release the nuclear crazy file? I'm ready to testify."

From: [REDACTED] Jim Malatras
[REDACTED] Jill DesRosiers (owner); [REDACTED] Melissa Derosa; [REDACTED]
To: Rich Azzopardi; [REDACTED] Annabel Walsh; [REDACTED] Stephanie
Benton; [REDACTED] Dani Lever;+ [REDACTED] Robert Mujica; [REDACTED] Beth
Garvey; [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 07/08/19 10:54:28 PM
Attachments: ~/Library/SMS/Attachments/da/10/D662215F-6E1B-4BAB-8B75-
5CF11EC9D7F3/IMG_0845.gif





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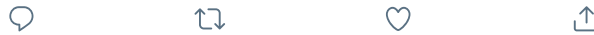
Lindsey Boylan @LindseyBoylan

Most toxic team environment? Working for @NYGovCuomo.

Jerry Avenaim @avenaim · Dec 5, 2020
Name the worse job you've ever had.

1:00 PM · Dec 5, 2020 · Twitter for iPhone

1,252 Retweets 311 Quote Tweets 9,293 Likes



Lindsey Boylan @LindseyBoylan · Dec 5, 2020
Replying to @LindseyBoylan
I've had many jobs. Waitressing at @Friendlys as a teenager was an infinitely more respectful environment. Even when I had bad customers who tipped poorly.

24 replies 54 retweets 884 likes

Lindsey Boylan @LindseyBoylan · Dec 5, 2020
If people weren't deathly afraid of him, they'd be saying the same thing and you'd already know the stories.

26 replies 85 retweets 1K likes

Lindsey Boylan @LindseyBoylan · Dec 5, 2020
Seriously, the messages and texts I receive when I speak the truth about this...it's a whole book of people who have been harmed.

9 replies 53 retweets 860 likes

Lindsey Boylan @LindseyBoylan · Dec 5, 2020
Don't be surprised that it's the same small group of white people sitting alongside him at every presser. The same group that he has had by him the whole time, doing his dirty work. If you're not one of those handful, your life working for him is endlessly dispiriting.

13 replies 70 retweets 914 likes

Lindsey Boylan @LindseyBoylan · Dec 5, 2020
I tried to quit three times before it stuck. I've worked hard my whole life. Hustled - fake it till you make it style.

That environment is beyond toxic. I'm still unwrapping it years later in therapy!

20 replies 39 retweets 776 likes

Lindsey Boylan @LindseyBoylan · Dec 5, 2020
And I'm a privileged person. I could opt out and eventually did. I shudder to think what happens to others. It pisses me off so much.

7 replies 26 retweets 672 likes

Lindsey Boylan @LindseyBoylan · Dec 5, 2020
Yes I did not sign whatever they told me to sign when I left. Nope!

29 replies 30 retweets 936 likes

Marcella L. Simonetta @marcellalaluna · Dec 5, 2020

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Lindsey Boylan @LindseyBoylan
Mom. Progressive P
4 a Livable City. Fm
& Urban Planner. C
Manhattan Boroug

Andrew Cuomo @NYGovCuomo
Father, fisherman, n
enthusiast, 56th Go

Jerry Avenaim @avenaim
Award winning pho
Fashion, Celebrity, /
-Chicago Native -Lc
Mental Health Advc

What's happening

Entertainment · LIVE
Happy birthday, Tom Holla
Trending with Tom Holland

Music · Trending
JUST ANNOUNCED
17K Tweets

Trending in United States
HELP THE BEAR
People react to a viral TikTok fearlessly pushing a bear aw before running inside to pro 4,843 Tweets

COVID-19 · LIVE
New York: COVID-19: New updates for New York

Holidays · 1 hour ago
Pride Month celebrations t across the world
Trending with #pride LGBTQ

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Don't miss what's happening

People on Twitter are the first to know.



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Lindsey Boylan @LindseyBoylan · Dec 8, 2020
Yesterday was an extremely weird day, responding to the news world finally waking up about the whispers they have heard about @NYGovCuomo over the years. It's worse than the gossip, by far.

My hope is he is on notice and won't harm more people, especially women.

22 174 1.1K

Lindsey Boylan @LindseyBoylan · Dec 8, 2020
I have very important work to do getting elected so I can help my city recover and my people be heard.

I will not be spending my days responding to the trauma men like @NYGovCuomo have caused every day in power.

Instead I'm getting back to my work.

4 20 265

Lindsey Boylan @LindseyBoylan · Dec 8, 2020
But, you better believe I'll be listening to what I hear out there, @NYGovCuomo. And if other women decide to come forward I will back them up and elaborate.

For now, I am getting back to my important work that made me willing to live in hell so long working for you.

5 40 335

Lindsey Boylan @LindseyBoylan · Dec 8, 2020
When we let our abusers, or onlookers, dictate the conversation we lose. I will not be stopped. I will not be deterred. I will not be minimized and truncated in history as someone that was victimized by a famous and powerful man the world kept elevating.

I will fight.

20 55 442

Replies

D'Abbey-Bonacci @lordgrand7 · Dec 8, 2020
Replying to @LindseyBoylan and @NYGovCuomo

I hope things go well for you @LindseyBoylan. There are women across the globe that have suffered trauma from powerful men. Sadly, it's an enduring reality for too many women. I don't know your story, but I'm acutely aware what trauma inflicted by powerful men can do. Stay strong

1 2 27

Sandra Rios @sabulosaa · Dec 8, 2020
Replying to @LindseyBoylan and @NYGovCuomo
????? unbelievable #StrongerTogether

3

Roger @Roger2dot0 · Dec 8, 2020
Replying to @LindseyBoylan @es_indivisible and @NYGovCuomo
What are you talkin about?

1

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Mom. Progressive M
4 a Livable City. Fmi
& Urban Planner. C
Manhattan Borough

Andrew Cuomo @NYGovCuomo
Father, fisherman, n
enthusiast, 56th Go

What's happening

Music · LIVE

It's Travis Scott's birthday

Trending with Travis Scott, Astro

Trending in United States

BOYFRIEND REVEAL

4,131 Tweets

Trending in United States

Josh Duggar

Former reality television star
arrested by federal agents in
Thursday, TMZ reports

Trending with 19 Kids and Count

COVID-19 · LIVE

COVID-19: News and upda
New York

The New York Times · Ye:
'Disaster Girl' is 21 now an
made \$500,000 off the me

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Lindsey Boylan @LindseyBoylan

My first experience of workplace sexual harassment was when my mom got her first real office job after graduating from college when I was in high school.

She was so excited to be taken "seriously." Her bossed isolated her and kissed her. She never had that type of job again.

8:49 AM · Dec 13, 2020 · Twitter for iPhone

1,085 Retweets 375 Quote Tweets 7,614 Likes



Lindsey Boylan @LindseyBoylan · Dec 13, 2020
Replying to @LindseyBoylan

It was then how I learned how hard it is for women. How hard this world can be for us when we are trying to be taken seriously and help our community. How easily jerks can destroy the lives of women.

58 327 3.7K

Lindsey Boylan @LindseyBoylan · Dec 13, 2020

And I promised myself I would never let those kind of guys win. I would work hard my whole life to put myself in positions of power to change things. To end the violence & corruption. Give voice to the voiceless.

I am not stopping. I refuse. I will never give up.

110 378 3.8K

Lindsey Boylan @LindseyBoylan · Dec 13, 2020

Yes, @NYGovCuomo sexually harassed me for years. Many saw it, and watched.

I could never anticipate what to expect: would I be grilled on my work (which was very good) or harassed about my looks. Or would it be both in the same conversation? This was the way for years.

2.5K 13.8K 27.6K

Lindsey Boylan @LindseyBoylan · Dec 13, 2020

Not knowing what to expect what's the most upsetting part aside from knowing that no one would do a damn thing even when they saw it.

No one.

And I *know* I am not the only woman.

203 1K 7.5K

Lindsey Boylan @LindseyBoylan · Dec 13, 2020

I'm angry to be put in this situation at all. That because I am a woman, I can work hard my whole life to better myself and help others and yet still fall victim as countless women over generations have. Mostly silently.

I hate that some men, like @NYGovCuomo abuse their power.

714 2K 11.1K

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Lindsey Boylan @LindseyBoylan
Mom. Progressive M
4 a Livable City. Fm
& Urban Planner. C
Manhattan Borough

What's happening

World news · Yesterday
**Chinese government says t
first human case of H10N3
flu is unlikely to spread**

Trending in United States
Concorde
1,700 Tweets

Music · Trending
Olamide
24.2K Tweets

COVID-19 · LIVE
**New York: COVID-19: New
updates for New York**

BuzzFeed News · Last nig
**Tulsa Raised Millions of Do
To Memorialize The 1921
Massacre. Not Much Went
The Black Community.**

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Lindsey Boylan @LindseyBoylan

To be clear: I have no interest in talking to journalists.

I am about validating the experience of countless women and making sure abuse stops.

My worst fear is that this continues. And as @FKAtwigs said yesterday, my second worst fear is having to talk about and relive this.

10:00 AM · Dec 13, 2020 · Twitter for iPhone

111 Retweets 63 Quote Tweets 1,396 Likes



Chris Bold @fingertrick · Dec 13, 2020

Replying to @LindseyBoylan and @FKAtwigs

Sometimes you need to do you. I hope you feel and others are helped by you sharing with your platform.

1 Retweet 2 Likes



Erick From Twitter (Sifting through reality) @Er... · Dec 13, 2020

Replying to @LindseyBoylan and @FKAtwigs

Valid point.

Either way, journalists will want to hesitate discussing certain stories like these even when the truth is in front of their face.

That's how others go on to relive certain experiences in the dark.

2 Retweets 5 Likes

Show replies



Marissa Vonáye @marissavonaye_ · Dec 13, 2020

Replying to @LindseyBoylan and @FKAtwigs

I believe you of course, but won't it be hard to get around talking about it since you're running for office? Especially since it's a serious allegation against one of the most well-known political figures in the country?

Retweet Like Share



Victims Rights NY PAC @victimsrightsNY · Dec 13, 2020

Replying to @LindseyBoylan and @FKAtwigs

Are there other reports of this? 💔

1 Retweet 4 Likes



Dmkorpiable @korpiable · Dec 13, 2020

Me thinks she has some explaining to do.



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Lindsey Boylan @LindseyBoylan

Mom. Progressive M Fighting 4 a Livable Govt Official & Urb Candidate 4 Manha (She/Her)



FKA twigs @FKAtwigs

What's happening

Gaming · LIVE

Summer Game Fest 2021

Trending with Elden Ring, #SummerGameFest

Video games · Trending

Call of Duty

27.6K Tweets

Video games · Trending

IT'S REAL

96.5K Tweets

COVID-19 · LIVE

New York: COVID-19: New updates for New York

The New York Ti... · 2 h

Starbucks is running low on ingredients

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S

From: EA #2 [REDACTED]@exec.ny.gov]
Sent: 12/15/2020 11:12:39 AM
To: EA #2 [REDACTED] (CHAMBER) [REDACTED]@exec.ny.gov]; DeRosa, Melissa (CHAMBER) [REDACTED]@exec.ny.gov]; Cohen, Steven (ESD) [REDACTED]@esd.ny.gov]; Azzopardi, Richard (CHAMBER) [REDACTED]@exec.ny.gov]; Lacewell, Linda A (DFS) [REDACTED]@dfs.ny.gov]; Ajemian, Peter (CHAMBER) [REDACTED]@exec.ny.gov]; EA #3 [REDACTED] (CHAMBER) [REDACTED]@exec.ny.gov]; Commisso, Brittany (CHAMBER) [REDACTED]@exec.ny.gov]; [REDACTED] (CHAMBER) [REDACTED]@exec.ny.gov]; [REDACTED] (CHAMBER) [REDACTED]@exec.ny.gov]; [REDACTED] (DFS) [REDACTED]@dfs.ny.gov]; [REDACTED] (DFS) [REDACTED]@dfs.ny.gov]

Subject: MDR Call
Location: [REDACTED]

Start: 12/15/2020 11:30:00 AM
End: 12/15/2020 12:00:00 PM
Show Time As: Busy

Recurrence: (none)

Rich Bamberger
Josh Vlasto
Dani Lever
Steve Cohen
Rich Azzopardi
Linda Lacewell
Peter Ajemian

EXHIBIT
10

Body	Created-Date	Modified-Date
<p>She said over the next two years that the gov repeatedly commented on her appearance and touched her in unprofessional ways. Specifically, he would put his hand on her lower back. He would find a way to touch her in passing such as when getting on or off a plane. And that he frequently stared at her legs.</p> <p>Re allegation that the Governor repeatedly commented on her appearance and touched her in unprofessional ways, specifically that he allegedly would put his hand on her lower back or would find a way to touch her in passing such as when getting on or off a plane and that he frequently stared at her legs.</p> <p>Please add the Governor’s prior comments that he “never touched anyone inappropriately.”</p> <p>Re Stephanie’s email saying “you could be sisters” etc.:</p> <p>Please add Stephanie Benton’s prior comment on that email: “That was my attempt at banter, not his.”</p> <p>Regarding the “mount” allegation:</p> <p>The Governor’s prior denial applies here as well.</p> <p>—</p> <p>I was not involved in conversations related to the release of anyone’s employment records</p>	3/17/2021	3/18/2021
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<p>records or the draft letter reported in the New York Times; I learned about them after the fact.</p> <p>Rich Azzopardi was not involved in conversations related to the draft letter reported in the New York Times; he learned about it after the fact.</p> <p>"Melissa is one of the most accomplished, smartest and hardest working public servants in state government. Enough with the sexist characterizations and name calling."</p>		
<p>Draft and Confidential Ronan Farrow</p> <p>What is the deadline? When is it going?</p> <p>Any staff mentions?</p> <p>Any new allegations?</p> <p>What exactly is being said about the governor or his staff?</p> <p>Is there a second story in the works?</p> <p>*Boylan alleges that former and current aides and allies of the Governor have retaliated against her in a variety of ways, including making calls about her.</p> <p>*CALLS TO WHO? WHAT IS THE BASIS FOR THIS ALLEGATION?</p> <p>*She accuses Melissa DeRosa of leaking her personnel file and questions the legality of the leak. Do you or does Melissa have a response?</p> <p>From Beth Garvey, Special Counsel & Senior Advisor: "With certain limited exceptions, as a general matter, it is within a government entity's discretion to share redacted employment records, including in instances when members of the media ask for such public information and when it is for the purpose of correcting inaccurate or misleading statements. Given the ongoing review by the State Attorney General, we cannot comment further at this time."</p> <p>*Boylan describes a culture of hostility and bullying under the governor. She and others recall seeing a dart board with a photo of Bill DeBlasio on it while attending a pool party. Do you or the governor have any comment on the dart board and the intentions behind it?</p> <p>*IS THIS TRUE?</p> <p>*Boylan says, as previously alleged in her Medium post, that the governor fixated on her, tracked her location through aides to an extent she found uncomfortable, and showed a level of interest that she found inappropriate in their interpersonal interactions.</p> <p>*WHAT SPECIFICALLY IS SHE REFERRING TO AS EXAMPLES?</p> <p>*She says that she felt objectified and professionally diminished, and recounts an incident at the December 2016 REDC awards during which she says she was ordered to accompany the Governor and Maria Bartiromo on a return helicopter flight rather than remain and continue to engage with her direct-reports on substantive matters.</p>	3/14/2021	3/14/2021

<p>*DIDN'T SHE OFTEN DEMAND THAT SHE FLY WITH THE GOVERNOR?</p> <p>*Boylan speaks about what she perceived to be a lack of boundaries between the Governor and female staffers. She says that Stephanie Benton asked her, also at a pool party, whether she had yet been swimming in the pool at the governor's residence.</p> <p>*IS THIS TRUE?</p> <p>*On the subject of the "strip poker" comment that her Medium post claimed the governor made on a flight in October 2017, Boylan disputes the group denial and says that Abbey Fashouer Collins was sitting next to her when the comment was made.</p> <p>*</p> <p>*She reiterates her claim that the governor kissed her on the lips in 2018.</p> <p>*Please include this previously issued statement from Press Secretary Caitlin Girouard:"As we said before, Ms. Boylan's claims of inappropriate behavior are quite simply false."</p>		
<p>Age long sexist trope of powerful women getting where they've gotten because of their willingness to</p> <p>From a senior aide to the Governor regarding the allegation that Melissa, Stephanie and Jill "abetted" the Governor: "This is an outrageous allegation that furthers an age-old sexist trope that powerful women only make it to positions of power because of their willingness to bend to the will of a man."</p> <p>From Melissa: "As Secretary to the Governor, I have no role in staffing decisions."</p> <p>_____</p> <p>Re desks: Both at the NYC and Capitol offices, no staff desks are visible to the governor from his office desk or his conference room, and these desks have been arranged this way for decades.</p> <p>Re how Charlotte's case was handled: please include Beth's and Judy's prior statements plus Charlotte's comments to the NYT:"I have no problem with what they did," Ms. Bennett said of Ms. DesRosiers and Ms. Mogul, describing both women as sympathetic to her concerns.</p>	3/13/2021	3/13/2021

<p>Re technology: "THE GOVERNOR IS NOTORIOUSLY TECHNOLOGICALLY INEPT — MALE AND FEMALE STAFFERS HAVE FOR YEARS ASSISTED THE GOVERNOR WITH HIS COMPUTER AND PHONES."</p> <p>Re having staff around: "The governor works 24/7 and it is routine and ordinary to have staffers help him with a whole range of issues at the drop of a hat."</p> <p>Re upstairs: to be clear, there are offices upstairs at the mansion.</p> <p>GIVE JILL A HEADS UP THROUGH HER LAWYER</p> <p>The Secretary to the Governor has no role in staffing assignments.</p> <p>From Melissa: "As Secretary to the Governor, I have no role in staffing decisions."</p> <p>_____</p> <p>Editorial Heads up that NYT has something coming — could be as soon as tomorrow If we have concerns, questions, complaints, Mara is here but best to call Katie Will let Katie speak to it Board decision Katie Kingsbury [REDACTED]</p>		
<p>General statement on toxic, hostile, demanding workplace:</p> <p>From Rich Azzopardi, senior advisor to the governor: "The people of this state elected the Governor to represent them four times during the last 14 years and they know he works day and night for them. There is no secret these are tough jobs, and the work is demanding, but we have a top tier team with many employees who have been here for years and many others who have left and returned because they know the work we do matters, a fact that was underscored throughout COVID."</p> <p>Re workplace culture stemming in part from Melissa and other top aides, especially the competition within the office [an element of fostering competition to keep people working hard; someone got an assignment and another got the same assignment to see who did it better] and favoritism [who got invited to what parties; who gets asked to do what assignments]</p> <p>"New Yorkers deserve nothing less than excellence from their public servants which is why leadership here pushes everyone to be the most effective team in government."</p> <p>Re where people sit:</p> <p>"Many of the offices are traditionally reserved for specific appointees such as director of state operations, counsel, communications director, and so on. Other</p>	<p>3/11/2021</p>	<p>3/11/2021</p>

<p>office decisions are made purely on the basis of what makes sense organizationally – nothing more, nothing less.”</p> <p>Re who travels with the governor:</p> <p>“While every trip is unique, the Governor often travels with a press, policy, and operational lead, and decisions are made based on what makes sense organizationally for a particular event.”</p> <p>Regarding the former staffer saying he felt that there was pressure to hire people who looked a certain way:</p> <p>“That’s never been the expectation, and if someone is saying they have reason to believe hiring decisions were ever made based on someone’s appearance, they should report it through appropriate channels.”</p> <p>Re holiday parties:</p> <p>“The Governor hosts numerous holiday receptions, including ones for all members of the administration, senior staff and cabinet leaders, members of the security detail, and other subsets of the government. These parties are inclusive of virtually every member of the governor’s orbit and are his chance to say thank you for all the hard work and sacrifice.”</p> <p>Re implicit pressure to wear certain clothing such as dresses or high heels:</p> <p>Untrue.</p> <p>Regarding making women uncomfortable:</p> <p>Gov’s past comments in briefing</p> <p>-----</p> <p>Many of the things in the story have recently been reported by others -- descriptions of the workplace as toxic, hostile, demanding, as well as the emphasis on appearances and looks, with some former staffers saying the governor is known to have "a type."</p> <p>One former staffer [still figuring out sourcing on who that is] said he felt pressured to hire interns [fellows] who were tall, thin, and blonde.</p> <p>Aides</p> <p>THIS SEEMS CRAZY TO ME — WHAT ORG ARE YOU TALKING ABOUT? THE GOV DOESN’T INTERACT WITH INTERNS, SO THIS MAKES NO SENSE. THE GOV’S EXEC OFFICE DOESN’T HAVE INTERNS.</p> <p>THIS IS SILLY CONSIDERING THE GOVEWRNOIR’S EXEC OFFICE DOESN’T HAVE INTERNS SO ITS IUINCLEA WHO THIS PERSON WAS HIRING FOR</p> <p>Others described the more favorable treatment that the governor's preferred staffers receive. Various people told us there are typically two holiday parties, one for the A-Team, [top aides and those that the gov has preference for even l’d they’re not close aides, including employees in lower level jobs] which is a hand-picked group of the governor's favorite staffers, and another for most everybody</p>		
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else.

JUST LIKE THE WHITE HOUSE DOES, THERE ARE NUMEROUS PARTIES - PARTIES FOR PRESS, THE DETAILS, THE SENIOR STAFF, AN APPOINTEE PARTY, AND AN EVERYONE WHO WORKS IN GOVERNMENT PARTY, A POLITICAL DEMOCRATIC PARTY.

[women feel there is a dress code and pressured to dress in a particular way - in the holiday party, you have to have a certain look in order to get invited to the holiday party - high heels, tight dresses]

RICH'S HIGH HEAL DENIAL
CALL DANI ON THIS.

THIS IS NOT TRUE.

Few people we interviewed said they saw or experienced sexual harassment, but some described instances of inappropriate sexual comments in the workplace by other unnamed staffers.

ARE YOU DESCRIBING THIS BEHAVIOR OR COMMENTS OR JUST MAKING A VAGUE ALLEGATION WITH NO DETAIL?

[No new allegation here. Spoke to Anna Liss on the record - she heard from three other employees at the time that there was a perception or understanding that the Gov liked her; at the time she wore it as a badge of honor; over time she grew more in for towable with having her looks valued over her work]

REFER TO PRIOR GOV COMMENTS

[will include that several women said that the gov calls women "sweetheart" or "darling" - asked if they have a boyfriend - some said they didn't mind; found it friendl]

REFER TO PRIOR GOV COMMENTS — CALL DANI

We also have people defending the workplace, saying they wouldn't describe it as toxic, but challenging, and women who said they spent a lot of time working alone with the governor and never felt uncomfortable.

Possible that Melissa would be mentioned — demanding element of the job, long hours, on the clock, cutting vacation short, some people felt asked to make personal sacrifices for minor tasks that didn't seem important to the mission like missing a kid's birthday party;

USE RICH'S STATEMENT

toxicity, people feel pitted against one another creating a lack of trust and backstabbing to keep governor happy;

USE RICH'S STATEMENT

favoritism - holiday parties, type of assignments people are given or where they sit, getting to travel with the governor - governor and Melissa;

<p>Female aide said Cuomo aggressively groped her at the governor's mansion Cuomo issues denial but describes details of woman's account as 'gut-wrenching' Brendan J. Lyons March 10, 2021 Updated: March 10, 2021 6:12 p.m.</p> <p>ALBANY — A female aide to Gov. Andrew M. Cuomo alleges he aggressively groped her in a sexually charged manner after she had been summoned to the governor's mansion late last year, according to a person with direct knowledge of the woman's claims.</p> <p>The staff member, whose identity is being withheld by the Times Union, had been called to the mansion under the apparent pretext of having her assist the governor with a minor technical issue involving his mobile phone. They were alone in Cuomo's private residence on the second floor of the mansion when he closed the door and allegedly reached under her blouse and began to fondle her, according to the source.</p> <p>The person, who is not authorized to comment publicly, said the woman — who is much younger than Cuomo — told the governor to stop. Her broader allegations include that he frequently engaged in flirtatious behavior with her, and that it was not the only time that he had touched her.</p> <p>The woman's story was revealed within the governor's Executive Chamber on March 3, as staff members watched his first news conference in the week since Lindsey Boylan published an online essay detailing her own allegations against Cuomo. In the news conference, the governor denied ever touching any women "inappropriately."</p> <p>Hearing those remarks, the female aide became emotional. At least one female supervisor came to her aide and asked her why she was upset. The female aide subsequently told the supervisor what she said had been inappropriate encounters with Cuomo, the source said.</p> <p>In response to the Times Union's questions about the allegations, Cuomo on Wednesday evening issued a statement to the newspaper: "As I said yesterday, I have never done anything like this. The details of this report are gut-wrenching. I am not going to speak to the specifics of this or any other allegation given the ongoing review, but I am confident in the result of the attorney general's report."</p> <p>The woman's allegations, first reported Tuesday by the Times Union, are the most egregious claims the governor has faced as multiple women have come forward since December and accused him of sexual harassment or inappropriate behavior. In the most recent case, at least one of the woman's supervisors reported the allegations to an attorney in the governor's office on Monday.</p> <p>On Tuesday afternoon, several hours after Cuomo's office had been asked about the matter by the Times Union, the governor said, "I'm not aware of any other claim," when he was asked by a reporter about the new story, which by then had been published online. That story included a statement from his acting counsel, Beth Garvey, who said that "all allegations" of sexual harassment made against the governor were being referred to the state attorney general's office.</p> <p>"As I said last week, this is very simple: I never touched anyone inappropriately," the governor said Tuesday. "I never made any inappropriate advances ... (and) no one ever told me at the time that I made them feel uncomfortable. Obviously, there are people who said after the fact they felt uncomfortable."</p> <p>The woman has not filed a formal complaint with the governor's office. State Attorney General Letitia James' office is investigating multiple harassment allegations against Cuomo on the basis of a referral letter that Garvey, his counsel, requested in a March 1 letter.</p> <p>This week, James announced the investigation will be handled by two private attorneys: Joon H. Kim, a former acting U.S. attorney for New York's Southern District in Manhattan, and Anne L. Clark, who specializes in labor law and sexual harassment cases.</p> <p>Aides to the governor on Tuesday said the governor stands by his statements that</p>	<p>3/10/2021</p>	<p>3/10/2021</p>
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<p>he never touched anyone inappropriately. They would not explain the governor's statement that he was unaware of the latest allegation against him.</p> <p>The latest allegations by the woman who reported she had been groped by Cuomo at the governor's mansion have escalated the severity of the accusations: The conduct she has described could potentially be pursued as a misdemeanor sexual abuse charge.</p> <p>On Wednesday morning, the attorney general's office declined to comment in response to detailed questions about how that office, which does not have statutory jurisdiction on any criminal component of the case, would be handled.</p> <p>Garvey's March 1 letter to the attorney general invoked a section of Executive Law that empowers the attorney general's office to conduct a civil investigation with the aide of office subpoenas, but not to pursue a criminal case or to bring the allegations before a grand jury.</p> <p>If a criminal complaint is made, by Boylan or the female aide who alleges he groped her at the mansion, those cases could potentially be handled by the offices of Albany County District Attorney David Soares or Manhattan District Attorney Cy Vance.</p> <p>The new allegations that came to light Tuesday immediately intensified the pressure from many lawmakers — including Cuomo's fellow Democrats — for the governor to resign. He had already faced calls to step down from state Senate Majority Leader Andrea Stewart-Cousins, and Assembly Speaker Carl E. Heastie had issued a statement Sunday questioning Cuomo's ability to remain an effective leader.</p> <p>Republicans in the Legislature have been more forceful in their remarks. Senate Minority Leader Robert Ort on Tuesday characterized the latest allegation as "a disturbing pattern of predatory pattern behavior by Gov. Cuomo, not to mention a pattern of lies and broken public trust."</p> <p>The initial allegations were made by three women — Boylan as well as Charlotte Bennett and Anna Ruch, who did not work for Cuomo but told the New York Times last week that the governor grabbed her and attempted to kiss her at the 2019 wedding of one of his senior aides, Gareth Rhodes.</p> <p>Bennett told the New York Times that Cuomo, during an encounter in his Capitol office last June, talked about being lonely during the pandemic and that he had missed being able to hug someone. She said that Cuomo never tried to touch her. Bennett, in another interview with CBS News, also recounted being alone with Cuomo at the mansion and said that he had asked her probing questions about her personal life but did not touch her.</p> <p>Over the weekend, in stories published by the Washington Post and Wall Street Journal, two more women came forward and described what they characterized as inappropriate behavior by Cuomo, including Karen Hinton, who worked with the governor more than two decades ago at the U.S. Housing and Urban Development agency.</p>		
<p>Privileged and confidential</p> <p>Brendan Lyons inquiry re 6th accuser</p> <p>how are you sourcing it? according to people with direct knowledge of the allegations.</p> <p>Name not in the story</p> <p>This is a person who is alleging sexual harassment at least and sexual abuse at worst</p> <p>Even if they filed a HR complaint, we won't name.</p> <p>Groping in an aggressive manner</p>	<p>3/10/2021</p>	<p>3/11/2021</p>

<p>And he put hands up the blouse</p> <p>She looked to be in emotional distress when she watched or listened to the press conference</p> <p>—</p>		
<p>Hi everyone,</p> <p>This should just be a couple minutes — Rich and I just wanted to get everyone on the phone in light of the New York Times story.</p> <p>I can only speak for myself when i say I'm still processing what was reported.</p> <p>But I want to make clear this office's continued belief and policy that any person who has a concern of any nature has a right to come forward and have their voice heard.</p> <p>-</p> <p>I also want to say I'm incredibly proud of this team and what we have accomplished, especially over the past year, which was the hardest of our lives.</p> <p>It was not easy - and the level of stress was above and beyond because we were on the front lines battling a pandemic — and there is still more work we must stay focused on to keep informed, safe and healthy.</p> <p>-</p> <p>I speak for myself, Rich, Judy and Melissa when I say our door is always open and if anyone wants to have a conversation either alone or with some variation of that group, we are here.</p>	2/28/2021	2/28/2021
<p>I never viewed any of my convos with her the way they're being reported right now</p> <p>This is about a misunderstanding of intentions</p> <p>I never meant it that way</p> <p>I never intended anything like what's being reported right now</p> <p>I have a different recollection of the interactions and dynamic alleged in the article.</p> <p>I valued the work that Charlotte did for the executive chamber She requested to be moved and this was her dream job</p> <p>Charlotte was a young, hardworking member of the Covid response in Albany in the trenches</p> <p>He was my friend, we became close - she felt she could share intimate things with and he with her</p> <p>She was a smart engaged young woman who the Gov had tremendous empathy for given her circumstances that she shared with him and it now appears comments he made were misunderstood</p> <p>—</p>	2/25/2021	2/26/2021

<p>"I have nothing but respect for Charlotte and the work she did for the state, and I have tremendous sympathy for what she had been through in her life. I'm saddened and regret that she feels anything other than supported and valued, and I want nothing but the best for her. I have a different perspective on the dynamic presented here and believe the best way to get to the truth is through a full, fact-based and independent investigation by an outside counsel who has the expertise to review complex matters like these and recommend remedial steps as warranted."</p> <p>I never intended anything I said about either of our personal lives</p> <p>Boylan - demonstrably false and her story keeps changing.</p> <p>The best way to get to the bottom of this is to have an investigation and I support one.</p> <p>We are aware of the accusations and this won't be settled in the press. I fully support an investigation to get all the facts</p> <p>I have a different recollection of the interactions and dynamic alleged in the article.</p>		
<p>\</p> <p>Heard there might be a conf in assembly today Initial hope was to do this afternoon 11am conference - if nothing come out of that</p> <p>Redacted in Original Production</p> <p>March 25</p> <p>Set something up by tomorrow that would be great</p> <p>—</p> <p>"This is an ongoing and transparent attempt by Lindsey Boylan to advance her political campaign with false accusations and lies about this administration. Her previous claims that she had tried to quit the administration were already proven false as she resigned after being counseled for abuse and harassment of three different female subordinates after which she unsuccessfully asked for her job back-- beyond that, these are more politically motivated fabrications and we are not going to dignify them."</p> <p>This administration has a nation-leading track record enhancing women's rights and workplace protections against sexual harassment and we take allegations of this nature extremely seriously. Unfortunately, this is an ongoing and transparent attempt by Lindsey Boylan to advance her political campaign with false accusations and lies about this administration. Her previous claims that she had tried to quit the administration were already proven false as she resigned after being counseled for abuse and harassment of three different female subordinates after which she unsuccessfully asked for her job back -- beyond that, these allegations simply aren't true."</p> <p>—</p>	2/24/2021	2/24/2021

<p>From Caitlin Girouard: “As the Governor previously said, any complaint of harassment deserves to be heard, but after a review of Ms. Boylan’s post we can unequivocally say the actions attributed to the governor simply aren’t true.”</p> <p>Additional information:</p> <p>Ms. Boylan’s previous claims that she had tried to quit the administration were already proven false as she resigned after being counseled for abuse and harassment of three different female subordinates after which she unsuccessfully asked for her job back. As the Associated Press reported:</p> <p>“Personnel memos written in 2018, obtained by The Associated Press, indicate that Boylan resigned after she was confronted about complaints about her own office behavior. Several women complained to Empire State Development’s human resources department that “Ms. Boyland had behaved in a way towards them that was harassing, belittling, and had yelled and been generally unprofessional,” wrote the administration’s ethics officer, Julia Pinover Kupiec in one memo. Boylan resigned after meeting with officials including Cuomo’s top lawyer, Alphonso David, to be “counseled” about the complaints. David said in a follow-up memo that Boylan had contacted him several days later and said she had reconsidered her resignation and wished to return to work, but he discouraged her from doing so.”</p> <p>—</p>		
<p>Redacted in Original Production</p> <p>Judge us by our accomplishments The Governor makes Constructive impatience Your bully is my champion</p> <p>New York’s default is inertia, and this governor has spent his entire career trying to break through the inertia and improve the lives of New Yorkers. Judge us on our accomplishments — xyzz — we’ll leave the personal</p> <p>The governor;’asides pointed to other strong leaders who have a brisk manner who likewise have been revered and rewarded — XYZ</p> <p>—</p> <p>Yes, people are complicated, but you can’t define the man as a bully if he’s also been the champion of marriage equality, transgender rights, healthcare for underserved communities, housing for the homeless, paid family leave, women’s equality. And he didn’t just champion those causes, he delivered results on them.</p> <p>At the same time, for months we have been dealing with people from the far right as well as the Ron Kims of the world who ARE launching mean-spirited attacks and blaming the governor for the deaths of people in nursing homes. Those are brutal attacks and they deserved a response. Politics is a passionate business</p> <p>Voters don’t care about these personality temperament stories Bobby Kennedy They want someone who will fight for them He’s been voted into statewide office 4 times</p>	2/19/2021	2/23/2021

He's the same person

There are many sides to people. He's loving and compassionate and he's also tough.

Sunshine: nature of politics is tough — accomplishments are real — same sex marriage — has he raised his voice, share, have I, sure, we're from a place called NY, it's not for the timid

—

“After decades of public service, New Yorkers know Governor Cuomo and his capacity to be their champion and deliver results, and that is why they've elected or re-elected him four times. This is the same person who made us all feel safe during the scariest experience of our lifetimes and fought night and day to get us on the their side of the pandemic, who fought for and enacted new rights for LGBTQ people, paid family leave, \$15 minimum wage and the strongest gun safety laws in the country — while Washington is still playing catch up. In this town, we understand private conversations tend to never stay private and are prone to exaggeration — that comes with the territory.”

—

“The people of this state have known and given me their trust for the last 14 years. Yes, they have seen me get impatient with pettiness, partisan politics and disingenuous attacks, and I think New Yorkers feel the same way. But they continue putting their trust in me because they that at the end of the day the only thing that matters to me is delivering results for New Yorkers and we have done that — from marriage equality to \$15 minimum wage to the strongest gun safety laws to bringing New York from the highest infection rate in the nation to one of the lowest.

“People should not get away with lying or distortions with impunity. I fight for the people of New York as their advocate. I never said a WFP member was a ‘child rapist’ and never heard of that, but we did discuss sexual improprieties and sexism admitted by WFP management.

“I have a top tier team and I am direct with people if their work is sub-par because the people of New York expect and deserve excellence from all of us.”

###

Program
Gov
██████
Pastor

Due to COVID restrictions, Press will be virtual only.
Photos will be pooled by AP.
Gov will do a covid briefing in the afternoon.

—

Wednesday — 1130 York College
A replay of what we did today

<p>first observe what's going on in the vax site then go downstairs and do a standup in multipurpose room to talk about it</p> <p>Need electeds and pastors</p> <p>Comrie gets vaccinated downstairs</p> <p>Same press set-up.</p> <p>Need charts showing the neighborhoods / locations / hours / how to sign up</p>		
<p>Beth Garvey: "Melissa is one of the most competent, hard working, and dedicated public servants I have ever worked with — full stop."</p> <p>From me: "Whoever you're speaking to has no idea what they're talking about and sounds like they have an axe to grind."</p>	2/12/2021	2/12/2021
<p>██████████ emailed ██████████ and said</p> <p>██████████ reached out to ██████████ to say nice work Very positive ██████████ trying to get into a zen spot and Moynihan opening threw in off and thins he's getting there ██████████ told hold everything we have done Got sense he's trying to move past it - got out what he needed to get out Past several months anything related to ██████████ work has been toxic but am looking forward to visiting</p> <p>Thinks Lindsay is messaging over Twitter</p> <p>—</p> <p>There are two people's names in that hall - and ██████████ is one of them.</p> <p>—</p> <p>Redacted in Original Production</p> <p>—</p> <p>"██████████ was a visionary and an important part of the team, and a lot of us are still processing his passing and we grieve with those who knew him and loved him."</p>	1/4/2021	1/9/2021
<p>On background regarding rape comment: Aides said the Governor was trying to help Ms. Bennett find her voice and transform the pain she had suffered into power.</p> <p>Redacted in Original Production</p> <p>Some points should be in story What are we doing? Investigation and who? charge: Review these allegations and broader workplace issues. I am directing all state employees to cooperate. Statement that goes with the lawyer</p> <p>IS LINDSEY BOYLAN MENTIONED IN THE STORY? IS IT SAID IN THE STORY THAT HER BEEF WAS WITH GOV NOT JILL OR JUDY</p>	2/27/2021	2/27/2021

IT HAS TO BE IN THERE THAT SHE DIDN'T WANT US TO DO ANYTHING OR INVESTIGATE
JILL SAID CHARLOTTE SAID SHE WAS NO LONGER COMFORTABLE BEING ALONE WITH THE GOVERNOR

Redacted in Original Production

Their story is about sexual harassment claims of Charlotte Bennet.

In the course of several interviews she laid out serious allegations against the Governor.

Two primary incidents — one on May 15 and one on June 5, both in the state Capitol.

Of the two, Jesse characterized the June 5 as the more serious of the two in which gov engaged in convo in which he discussed her sex life, older men.

During that convo, he asked about her personal life and how she felt about age differences between men and women in romantic relationships

He complained about being lonely and not having a girlfriend and suggested she could help him find one.

He asked if she had ever been with older men.

He mentioned that Sandy was out of the picture.

He felt that age doesn't matter vis a vis men and women in relationships.

Charlotte: "He also asked me in the same convo if i had ever been with an older man." She felt this was crossing the line and an invitation to a sexual affair.

She said at one point that she tried to pivot convo out of this kind of talk and mentioned she was planning to get a tattoo, and the gov said put it on butt rather than back or shoulder — that way it would be less visible when wearing a dress. She had said she was thinking about putting it on her shoulder.

She had shown the Gov a photo or sketch of the tattoo and she showed it to him on his phone in his inner office, not in the conference room.

Gov talked about monogomy - asked her opinion on it and whether she was monogamous in her relationships.

After the convo she texted a friend and outlined some of this, particularly the age differences piece.

The next day she texted the same friend with additional elements of the convo including how gov felt lonely and wanting a girlfriend and that he can't even hug anyone.

He said on June 5 when was last time you hugged someone and she said it's covid and i miss my parents and he said no i mean a real hug - outlined in text on June 6.

Story makes clear at no time did the governor touch her but collectively she viewed this convo clearly as an invitation to a sexual relationship.

Charlotte: "He asked me if I believed if age made a difference in relationship and he also asked me in the same convo if i had ever been with an older man."

On June 6, as she was texting her friend more details from June 5, she was in Capitol on a Saturday - she was dressed down - in Gov's suite of offices - she had been asked to come to the cap and was nervous given previous day's events. She sees Steph and MDR (neither of whom are mentioned in story) - they left the office and she felt she was alone with the gov - Gov comes out of office and makes no mention of previous day but "he did say have you found me a girlfriend yet?" He left the office and she then left.

She said she reported it to Jill on June 10.
10 min convo in Jill's convo in state Capitol.

<p>Jill was sympathetic and concerned. She reported the incident to Jill - it was a pretty explicit blow by blow. The convo with Jill was memorialized in two separate texts to friends both before and after.</p> <p>Then on June 12, she was given new job as health policy advisor - the job did not come with a pay bump but she was moved from south side to north side of the second floor . He has an email from June 17 announcing her in that new position (email was from [REDACTED] and it went to [REDACTED] and other health people inside DOH - welcoming her).</p> <p>On June 30, Jill asked to speak to Charlotte and Charlotte went with Jill to her office in the Capitol. Recounted her story again — Judy Mogul was on speaker phone. Basically took a statement from her — was a longer convo — she characterized it as a factual convo — what did he say, what did you say — at end of convo on June 30, Judy said to Charlotte i need a day or two to process this. Charlotte seemed to think this was the first Judy seemed to have heard of this.</p> <p>On July 1 or 2 — Charlotte indicated to Jill and Judy that she didn't want to pursue an investigation and was happy in new job and wanted to put incident behind her. She continued on in that job but found herself increasingly angry about what had happened with the governor and eventually left the admin in November</p> <p>Jesse noted to me that Charlotte does not blame Jill or Judy - they were both sympathetic - she was concerned with what gov did, not with what Jill or Judy did</p> <p>Unclear if she had further contact with gov after the job move.</p> <p>May 15 incident On may 15 she alleges she showed up to Capitol early around 7am, he was in office working —</p> <p>to take a step back from the time of her hiring she acknowledges they were friendly - she's from [REDACTED] at the time he was MK - she played soccer against one of his daughters — she had told her mother that Charlotte had a nice long convo with gov and it was a good paternal relationship until the may 15 mtg. The mother is asked and she viewed it as a mentor/mentee relationship early on.</p> <p>The gov sees her and says hello, chit chat and office gossip. Who are you seeing in a romantic way? She brushes off as office chatter. But later in convo she mentions she's giving speech at Hamilton College - she's a survivor of sexual assault during college. She mentioned to gov that she was giving this speech and she wanted his thoughts to see what he thought about it. Repeated the rape quote This unsettled charlotte because he seemed fixated on sexual assault. Then Melissa showed up in Gov's office and charlotte left She memorialized it in a text to another friend that same day: "the way he was repeating xxxx while looking me directly in the eyes was like something out of a horror movie - it was like he was testing me"</p> <p>In a text she said it was like 17 times that he repeated it; she later clarified to Jesse it was more like 10 times.</p> <p>Are any other voices in story? Not really. Corroborated by several sources that she spoke to about incidents shortly after as well as text messages.</p>		
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She believes she was sexually harassed.

No texts or convos outside of these convos

Deadline - 2pm deadline - understanding is it will be published online today

—

I am currently finishing reporting and writing an article outlining sexual harassment claims made by Charlotte Bennett, a former briefer and executive assistant in the executive chamber who left in November, against Gov. Cuomo.

We're looking for responses to her claims as well as specific incidents and episodes outlined in the story. In addition to speaking with The Times, Ms. Bennett described these claims in contemporaneous texts to, and conversations with, family and friends. The Times has reviewed these texts and verified them with the recipients.

The deadline for responding to these questions is 2 PM on Saturday.

- Ms. Bennett was hired by the administration in early 2019, working out of the governor's Manhattan office.
- After being promoted in mid-2019, Ms. Bennett would chat in a friendly way with the governor over subjects such as their shared connection to Westchester. He would ask her about her dating life sometimes. This relationship seemed paternal in nature or like that of a mentor-mentee.
- In or around late March 2020, Ms. Bennett was asked to work in Albany as part of the state's Covid response.
- On May 15, 2020, Ms. Bennett arrived at the office early to drop off briefing papers and encountered the governor, who was working. He asked about her love life and if she were involved with other members of the governor's staff. After Ms. Bennett brought up a speech she was scheduled to give at her alma mater, which touched on her experiences as a survivor of sexual assault, she was taken aback by the reaction of the governor, who she said kept repeating 'You were raped and abused and attacked and assaulted and betrayed,' over and over again.
- On June 5, 2020, during a work meeting in the governor's office in Albany, the governor asked Ms. Bennett -- who he was alone with -- questions about her sex life, her opinions on monogamy, and if she slept with older men. The governor asked numerous questions about Ms. Bennett's personal and romantic life, complained of being lonely and not having a girlfriend and wanting one in Albany. When she mentioned the possibility of getting a tattoo, he suggested she get it on her buttocks. He asked if she had "hugged" anyone lately. When she said she missed hugging her parents during the pandemic, the governor said, "No, I mean like really hugged somebody?" Ms. Bennett interpreted this -- in toto -- as a sexual invitation.
- On June 10, 2020, Ms. Bennett reported the governor's behavior to Jill Desrosiers. Ms. Desrosiers had asked a few questions, was sympathetic and apologetic, and asked to speak to her again in two days.
- On June 12, 2020, Ms. Desrosiers told Ms. Bennett she would be given a job as a health advisor, still in the exec branch, but in a different part of the Capitol. Ms.

<p>Bennett said was moved to a new position as a health policy advisor. Can you specifically comment on whether Ms. Desrosiers did facilitate, in fact, a transfer in direct response to Ms. Bennett's claims about the governor?</p> <ul style="list-style-type: none"> • On June 30, 2020, Ms. Bennett spoke with Ms. Desrosies and Judith Vogel, when she once again outlined her claims against the governor. Shortly after this, Ms. Bennett decided not to demand an investigation. Ms. Bennett was satisfied with her new job. No action was taken against the governor. Were any other high-level officials notified of Ms. Bennett's complaints? Was the governor informed? Was proper state policy for handling sexual harassment allegations followed? 		
<p>Statement from Governor Andrew M. Cuomo</p> <p>Ms. Bennett was a hardworking and valued member of our team during COVID. She has every right to speak out.</p> <p>When she came to me and opened up about being a sexual assault survivor and how it shaped her and her ongoing efforts to create an organization that empowered her voice to help other survivors, I tried to be supportive and helpful. Ms. Bennett's initial impression was right: I was trying to be a mentor to her. I never made advances toward Ms. Bennett nor did I ever intend to act in any way that was inappropriate. The last thing I would ever have wanted was to make her feel any of the things that are being reported.</p> <p>This situation cannot and should not be resolved in the press; I believe the best way to get to the truth is through a full and thorough outside review and I am directing all state employees to comply with that effort. I ask all New Yorkers to await the findings of the review so that they know the facts before making any judgements. I will have no further comment until the review has concluded.</p> <p>Statement from Beth Garvey, Special Counsel and Senior Advisor to the Governor</p> <p>Ms. Bennett's concerns were treated with sensitivity and respect and in accordance with applicable law and policy.</p> <p>The matter was promptly escalated to special counsel. Ms. Bennett received the transfer she requested to a position in which she had expressed a long-standing interest, and was thoroughly debriefed on the facts which did not include a claim of physical contact or inappropriate sexual conduct. She was consulted regarding the resolution, and expressed satisfaction and appreciation for the way in which it was handled.</p> <p>The determination reached based on the information Ms Bennett provided was that no further action was required which was consistent with Ms Bennett's wishes.</p> <p>Although in no way required by law, the Governor has requested an independent review and all staff will cooperate in that endeavor. Former Federal Judge Barbara Jones will lead the review.</p> <p>Additional background</p> <p>On background regarding rape comment:</p> <p>Aides said the Governor was trying to help Ms. Bennett find strength in acknowledging her experience and her voice after she had asked him for feedback on a speech she was preparing.</p>	<p>2/27/2021</p>	<p>2/27/2021</p>

<p>On background regarding the tattoo:</p> <p>Aides said that at one point, Ms Bennett said she was thinking of getting a tattoo, and the Governor said his opinion was that she would find it was a mistake later in life and that she should at least do it where it would be hidden.</p> <p>On background re the letters:</p> <p>Aides said that the Governor was joking around with Ms. Bennett when she told him she was reviewing his correspondence and there were many fan letters from people asking for a date.</p>		
Redacted in Original Production	2/28/2021	3/2/2021
Redacted in Original Production	3/6/2021	3/8/2021
—		
Redacted in Original Production		
Redacted in Original Production	3/2/2021	3/3/2021

From: Peter Ajemian [REDACTED]@exec.ny.gov
Subject: Re: Attorney Client privileged
Date: March 9, 2021 at 2:32 PM
To: Melissa DeRosa [REDACTED]@exec.ny.gov
Cc: Beth Garvey [REDACTED]@exec.ny.gov, Linda A Lacewell (dfs.ny.gov) [REDACTED]@dfs.ny.gov, Richard Azzopardi [REDACTED]@exec.ny.gov, Steven Cohen (esd.ny.gov) [REDACTED]@esd.ny.gov, Judith Mogul [REDACTED]@exec.ny.gov



Yes

Sent from my iPad

On Mar 9, 2021, at 2:27 PM, Melissa DeRosa [REDACTED]@exec.ny.gov wrote:

Peter do u see this and r u doing?

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Melissa DeRosa
Sent: Tuesday, March 9, 2021 2:21 PM
To: Beth Garvey; Linda A Lacewell (dfs.ny.gov); Peter Ajemian
Cc: Richard Azzopardi; Steven Cohen (esd.ny.gov); Judith Mogul
Subject: Re: Attorney Client privileged

U have to explain what u mean on background - she claimed she tried to leave multiple times etc

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Beth Garvey
Sent: Tuesday, March 9, 2021 2:20 PM
To: Linda A Lacewell (dfs.ny.gov); Peter Ajemian
Cc: Melissa DeRosa; Richard Azzopardi; Steven Cohen (esd.ny.gov); Judith Mogul
Subject: Re: Attorney Client privileged

Not til friday

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Lacewell, Linda A (DFS)
Sent: Tuesday, March 9, 2021 2:20 PM
To: Peter Ajemian
Cc: Melissa DeRosa; Beth Garvey; Richard Azzopardi; Steven Cohen (esd.ny.gov); Judith Mogul
Subject: Re: Attorney Client privileged

Acting Counsel

Sent from my iPhone

On Mar 9, 2021, at 2:18 PM, Peter Ajemian [REDACTED]@exec.ny.gov wrote:

Shipping

Sent from my iPad

On Mar 9, 2021, at 2:16 PM, Melissa DeRosa [REDACTED]@exec.ny.gov wrote:

Ok

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Peter Ajemian
Sent: Tuesday, March 9, 2021 2:15 PM
To: Melissa DeRosa; Linda A Lacewell (dfs.ny.gov); Beth Garvey



Cc: Richard Azzopardi; Steven Cohen (esd.ny.gov); Judith Mogul
Subject: Re: Attorney Client privileged

Privileged/ Draft / Confidential

Spoke with Beth, Linda, Judy. Here's where we landed.

From Beth Garvey, Special Counsel & Senior Advisor: "With certain limited exceptions, as a general matter, it is within a government entity's discretion to share redacted employment records including in instances when members of the media ask for such public information and when it is for the purpose of correcting inaccurate statements made in the press. Given the ongoing review by the State Attorney General, we cannot comment further at this time."

On Mar 9, 2021, at 12:49 PM, Peter Ajemian <[REDACTED]@exec.ny.gov> wrote:

Talked thru with Linda. Here's a tweaked version. Beth, will Volforte agree this is accurate? Should these statements start coming from Mitra?

On Mar 9, 2021, at 12:13 PM, Peter Ajemian <[REDACTED]@exec.ny.gov> wrote:

PRIVILEGED / CONFIDENTIAL

Below is what the story looks like. Deadline is 1:30pm. Where did we land on the law?

I tried rewriting the response because we should not be attacking people who make allegations.

My recommendation is to break it up and have the first part from Mike Volforte (if he would be willing) and the second part from the chamber:

"As a general matter, it is within a government entity's discretion to share redacted personnel records, with certain limited exceptions, including in instances when members of the media ask for such public information and when it is for the purpose of correcting inaccurate statements made in the press, as was the case in this situation as it related to the circumstances surrounding Ms. Boylan's departure. Given the ongoing review by the State Attorney General, we cannot consider sharing any such documents at this time and cannot comment further at this time."

Timeline of the events in december – Boylan tweets

At the time gov was being considered for AG

Boylan had worked in Cuomo admin for over three years, final title was

Tweets on 11th and 13th

Essay on medium detailing interactions with gov and staff, specifically Lisa Shields allegation

Timing of other women who came forward – charlotte, anna ruch, anna liss.

On march 1, the gov asked AG to do independent investigation

Eric raises questions about why it took so long from boylan's initial tweets to the increase in attention from media, law enforcement – partially because Boylan chose not to talk to press

But also documents that were out there

Within hours of her tweets on dec 13 several outlets reported on the documents – AP described them as personnel memos, Post described personnel, TU docs and personnel records

Several women had complained about how as being harassing, belittling and

Several women had complained about her as being harassing, belittling, and yelled and general unprofessional

Cites from Post account that there were three black employees who complained to state HR about Boylan, who is white, of being a bully and treating them like children.

From the AP report, cites claim that Boylan resigned after being counseled about the complaints by a top admin lawyer

And then cites statement from Boylan attorney saying she had never seen those documents raised in the news accounts.

Statement from attorney saying expects AG to look into the leak of the documents; goes on to accuse the gov and his staff seeking to smear victims of sexual harassment.

Quotes from gov presser last week – supports a women's right to come forward and sorry for whatever pain and asked for time to be allowed due process and facts from ag before forming an opinin

Gov has had a history in the past of scorched earth and retaliation tactics.

Statement from Boylan attorney saying she believed she would be retaliated against for going public.

Cites convo with a former senior official in Cuomo admin that in his opinion there was no question the governor would be involved in the decision to release personnel records.

Cites prior reporting about Gaffney accusations – NYP: Gaffney said Cuomo would call her on weekends to berate her, accused him of sex discrimination in 2000, and retaliated against her. Cuomo spox this is nothing more than a diversion from her downloading pornogphrahy in her office and our efforts to get to the bottom of it.

Cites Michael Fiat from 2013 – he gave quotes to Daily Enterprise and the admin moved to fire him. When the press looked into it, an admin official at the time – Howard Glaser – did a radio interview reading aloud items from his personnel file including misconduct allegations including that he had an improper relationship with a subordinate.

Karen Hinton, during Legionnaires outbreak, gov didn't like a statement she gave and gov called city hall and said if you don't fire her then BdB would be personally blamed for the nyc deaths.

After leaving the de blasio administration she had a hard time finding work in political PR in her estimation because of Cuomo. NEED RESPONSE

Gov's attempt to intimate Ron Kim. Include Rich Azzopardi's denial of his allegations

Cites convos with workplace harassment lawyers who think that the release of the docs could have legal implications and could be seen as retaliatory against legally protected speech in violation of ny human rights law, and that it's a private use of government property for personal use of defending the gov.

Raises question that employees who raised concern against Boylan may have only wanted that done in private, and wouldn't have this sort of use in mind.

Spoke to good gov advocate who said the press needed to examine their role in the leak of the doc and that it's the admin's MO to bully and terrorize, and that the press may have been complicit in that. RESPONSE

Who leaked the docs?

Who approved it?

Was governor involved?

Cites ASC calling on gov to resign – speaker of assembly stops short of doing

Speaker of assembly stops short of doing same

Quotes from conf call where gov says he won't resign

Yesterday the AG announced lawyers

An AG source says the leak of the documents may well be a subject that they investigate.

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-----Original Message-----

From: Melissa DeRosa [REDACTED] <[REDACTED]@exec.ny.gov>

Sent: Tuesday, March 9, 2021 9:00 AM

To: Linda A Lacewell (dfs.ny.gov) [REDACTED] <[REDACTED]@dfs.ny.gov>; Beth Garvey [REDACTED] <[REDACTED]@exec.ny.gov>

Cc: Peter Ajemian [REDACTED] <[REDACTED]@exec.ny.gov>; Richard Azzopardi [REDACTED] <[REDACTED]@exec.ny.gov>; Steven Cohen (esd.ny.gov) [REDACTED] <[REDACTED]@esd.ny.gov>; Judith Mogul [REDACTED] <[REDACTED]@exec.ny.gov>

Subject: Re: Attorney Client privileged

"Ms. Boylan repeatedly mischaracterized the terms of her departure in the press - she resigned when confronted by allegations of bullying and harassment of three female subordinates at ESD as well as formal complaints against her by her colleagues in the Executive Chamber. She then subsequently asked for her job back, but her request was not granted. As a general matter, it is within a government entity's discretion to share redacted personnel records, with certain limited exceptions -- in those instances, we would seek permission from GOER. However, given the ongoing review by the State Attorney General, we cannot consider sharing any such documents at this time."

From: Melissa DeRosa

Sent: Tuesday, March 09, 2021 8:54 AM

To: Linda A Lacewell (dfs.ny.gov); Beth Garvey

Cc: Peter Ajemian; Richard Azzopardi; Steven Cohen (esd.ny.gov); Judith Mogul

Subject: Re: Attorney Client privileged

"Ms. Boylan repeatedly mischaracterized the terms of her departure in the press - she resigned when confronted by allegations of bullying and harassing three female subordinates at ESD as well as formal complaints against her by her colleagues in the Executive Chamber. She then subsequently asked for her job back, but her request was not granted. As a general matter, it is within a government entity's discretion to share redacted personnel records, with certain limited exceptions -- in those instances, we would seek permission from GOER. However, given the ongoing review by the State Attorney General, we cannot consider sharing any such documents at this time."

From: Melissa DeRosa

Sent: Tuesday, March 09, 2021 8:51 AM

To: Linda A Lacewell (dfs.ny.gov); Beth Garvey

Cc: Peter Ajemian; Richard Azzopardi; Steven Cohen (esd.ny.gov); Judith Mogul

COHEN000636

Subject: Re: Attorney Client privileged

"Ms. Boylan repeatedly mischaracterized the terms of her departure in the press - she resigned when confronted by allegations of bullying and harassing three female subordinates at ESD as well as formal complaints against her by her colleagues in the Executive Chamber. She then subsequently asked for her job back, but her request was not granted. As a general matter, it is within a government entity's discretion to share redacted personnel records, with certain limited exceptions -- however, given the ongoing review by the State Attorney General, we cannot consider sharing any such documents at this time."

From: Melissa DeRosa

Sent: Tuesday, March 09, 2021 8:25 AM

To: Linda A Lacewell (dfs.ny.gov); Beth Garvey

Cc: Peter Ajemian; Richard Azzopardi; Steven Cohen (esd.ny.gov); Judith Mogul

Subject: Re: Attorney Client privileged

Let's get on phone and discuss this am

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

Original Message

From: Lacewell, Linda A (DFS)

Sent: Tuesday, March 9, 2021 6:50 AM

To: Beth Garvey

Cc: Peter Ajemian; Melissa DeRosa; Richard Azzopardi; Steven Cohen (esd.ny.gov); Judith Mogul

Subject: Re: Attorney Client privileged

Who Ordered a Smear Campaign Against Andrew Cuomo's First Accuser?



EXHIBIT
13



Governor Andrew Cuomo has gained a reputation for retaliating against those who corner him, threaten him, or simply displease him. Photograph by Nathaniel Brooks / NYT / Redux

In early December, Lindsey Boylan responded to a prompt on Twitter for people to share the worst job they'd ever had. "Most toxic team environment?" she tweeted. "Working for @NYGovCuomo." At the time, much of the public still thought of Governor [Andrew Cuomo](#) as one of the heroes of America's [pandemic](#) response. President-elect [Joe Biden](#) was reportedly considering him for Attorney General. Boylan had worked in the Cuomo administration for more than three years; her final title had been deputy secretary for economic development and special adviser to the Governor. On December 11th, as reports about Cuomo's possible appointment continued to appear, Boylan tweeted about him again. "@JoeBiden if you make this man Attorney General, some women like me will be bringing the receipts," she wrote. "We do not need a sexual harasser and abuser as 'the law,' of the land."

After leaving the Cuomo administration, in 2018, Boylan, who is thirty-six, [ran unsuccessfully for Congress](#); she is now a candidate for Manhattan borough president. She maintains an active Twitter account, with tens of thousands of followers. But her December 11th tweet received little attention. On December 13th, Boylan made her accusation more explicit. "Yes, @NYGovCuomo sexually harassed me for years," she tweeted. "Many saw it, and watched. I could never anticipate what to expect: would I be grilled on my work (which was very good) or harassed about my looks. Or would it be both in the same conversation? This was the way for years." That got attention. Boylan's phone began buzzing with

calls from reporters. She turned them away. “To be clear: I have no interest in talking to journalists,” she tweeted, shortly after. “I am about validating the experience of countless women and making sure abuse stops.”

Boylan’s allegation then all but disappeared from the news for two months, until late February, when she [published](#) an essay on Medium detailing several menacing and demeaning interactions that she said she’d had with the Governor and his staff. Boylan wrote, for instance, that the Governor, through an aide, “suggested I look up images of Lisa Shields—his rumored former girlfriend—because ‘we could be sisters’ and I was ‘the better looking sister.’ The Governor began calling me ‘Lisa’ in front of colleagues. It was degrading.” Soon after Boylan published her essay, another former Cuomo aide, Charlotte Bennett, sat for interviews about her own troubling experiences with him. Among other things, Bennett, who is twenty-five, said that the Governor had repeatedly brought up her romantic life, and once asked if she “had ever been with an older man.” Next, Anna Ruch came forward with an account—and a photograph—of Cuomo grabbing her face at a wedding reception. And Ana Liss, who served as an aide to Cuomo from 2013 to 2015, [told](#) the *Wall Street Journal* that the Governor inquired about her dating life and would make comments about her physical appearance. On March 1st, as calls for Cuomo’s resignation mounted, the Governor asked the state attorney general, Letitia James, to set up an independent investigation into the harassment allegations and the “circumstances surrounding” them.

But why did it take two months for Boylan’s accusations to be taken seriously by reporters, lawmakers, and law-enforcement officials? Her December 13th tweet received some initial news coverage. “Bombshell Cuo Claim,” one headline in the *New York Post* read. But, by the end of the month, the bombshell had fizzled. In an *Albany Times Union* article on December 26th that recapped the Governor’s year in the “national spotlight,” Boylan merited just three sentences. Partly, this can be explained by Boylan’s decision in December not to talk to reporters, and by the fact that she was, at the time, a lone accuser, whereas now she is one of several. But there is another reason: soon after she went public, someone tried to damage Boylan’s credibility and undercut her accusations by leaking damaging information about her to the press.

Within hours of Boylan’s tweet on December 13th, several news outlets reported that they had “obtained” state-government documents relating to Boylan’s job performance in the Cuomo administration. The documents—described [by the Associated Press](#) as “personnel memos,” [by the Post](#) as “personnel documents,”

and by the *Times Union* as “personnel records”—said that several women had complained to a state-government human-resources office that Boylan had “behaved in a way towards them that was harassing, belittling, and had yelled and been generally unprofessional.” According to the *Post's* account, “three black employees went to state human resources officials accusing Boylan, who is white, of being a ‘bully’ who ‘treats them like children.’ ” According to the Associated Press, the documents said that Boylan resigned after being “counseled” about the complaints in a meeting with a top administration lawyer. Reporters who wanted to dig into Boylan’s accusations against Cuomo now had to contend with the possibility that there were people out there who might have accusations to make against Boylan. At best, the documents seemed to raise questions about Boylan’s reliability. At worst, they painted her as a racist.

In a statement, Boylan’s attorney, Jill Basinger, told me Boylan has never seen the documents that the news accounts referenced—which Basinger called a “supposed ‘personnel file.’ ” Basinger accused the Governor’s office of leaking the documents, and also said she expects that the attorney general’s investigation will look into the leak. “It is both shocking and disgusting that the governor and his staff would seek to smear victims of sexual harassment,” Basinger said. “Ms. Boylan will not be intimidated or silenced. She intends to cooperate fully with the Attorney General’s investigation.”

At a press conference last week, Cuomo said that he supported “a woman’s right to come forward,” and that he was “sorry for whatever pain I caused.” At the same time, he pleaded with New Yorkers to allow him some due process. “Wait for the facts from the attorney general’s report before forming an opinion,” he said. That’s how the Governor would like to be treated. But that’s not how he traditionally has treated others. For decades, the Governor has had a reputation for scorched-earth tactics, and for retaliating against those who corner him, threaten him, or simply displease him. As Boylan weighed whether to come forward last year, her lawyer told me, she “believed that she would be retaliated against for going public with her mistreatment.” One former senior official in the Cuomo administration whom I spoke to said it was impossible to imagine that Cuomo himself hadn’t approved the leak of the Boylan documents. “There’s no question he would know about it, and direct it,” the former official said. “That’s how he would think.”

In the nineteen-nineties, while Cuomo was the Secretary of Housing and Urban Development, under Bill Clinton, he fell into a long-running feud with Susan Gaffney, the agency’s inspector general. In 2000, Gaffney accused Cuomo of

sexual discrimination. “Gaffney claims that Cuomo has called her at home on weekends to berate her, has started collecting information to smear her, and has leaked damaging information about her,” the *Post* [reported](#), at the time. In the same story, a Cuomo spokesperson said, of Gaffney, “This is nothing more than a diversion from her misconduct regarding the downloading of pornography in her office and retaliation for our efforts to get to the bottom of it.”

In 2013, Michael Fayette, a state Department of Transportation engineer, gave a few quotes about his department’s operations during Hurricane Irene to the *Adirondack Daily Enterprise*. His statements were innocuous—“We were up for it,” he told the paper—but they hadn’t been cleared by the higher-ups in Albany. The press found out that Fayette’s superiors were moving to terminate him, and started asking how it was possible for someone to be fired over such a harmless episode. In response, a top Cuomo aide [gave a radio interview](#) during which he read aloud misconduct allegations contained in Fayette’s personnel files, including that he’d had an improper relationship with a subordinate. “They can run over you like you’re a freaking speed bump,” Fayette, who retired before he could be fired, told me, last week.

Karen Hinton, who worked for Cuomo when he was at *HUD*, and who later served as New York City Mayor Bill de Blasio’s press secretary, told me that in 2015, during an outbreak of Legionnaires’ disease in the state, Cuomo didn’t like a statement that she had given to the *Times*. He called one of de Blasio’s deputy mayors and said that if Hinton wasn’t fired he would blame de Blasio “personally” for the deaths in New York City. “When I left the Mayor’s office, there was no Democratic-owned public-relations firm that would hire me,” Hinton, who left the de Blasio administration in 2016, told me. “Because of Andrew.”

In a sense, the dual crises now engulfing Cuomo—lawmakers in Albany have been calling for his resignation not just over the harassment allegations but also because of his suppression of data on *COVID-19* nursing-home deaths—can both be traced back to his recent [attempts to intimidate](#) a state Assembly member, Ron Kim. Last month, as evidence came out that his administration had covered up the nursing-home numbers, Cuomo called Kim, who had been critical of his handling of nursing homes, and threatened to “destroy” him. Kim went to reporters with the story. Cuomo then accused Kim of “unethical, if not illegal,” behavior in connection with a 2015 nail-salon-reform bill, and his office issued a statement saying, “Mr. Kim is lying.” But Kim’s experience seemed to open up a floodgate. Among those moved by Kim’s example was Boylan. “Last week,

Assemblymember Ron Kim spoke out publicly about the intimidation and abuse he has faced from Governor Cuomo and his aides,” she wrote in her Medium essay. “There are many more of us, but most are too afraid to speak up.”

The leak of the Boylan documents, though, is more than just another possible instance of Cuomo’s wrath. According to workplace-harassment lawyers, law professors, and good-government activists I spoke to recently, the leak may have legal implications. “It’s as disturbing as anything related to the underlying sexual-harassment allegations,” Kevin Mintzer, a lawyer who specializes in workplace discrimination and harassment, and who represented some of [Harvey Weinstein’s accusers](#), told me. Mintzer said that the leak may have violated New York’s human-rights laws, which classify allegations of sexual harassment as protected speech and prohibit retaliation against such allegations by an employer. “It’s a private use of government property—that personnel file—all for the personal use of defending Cuomo against allegations that are harmful to him,” he said. “There is no legit way to characterize that. It’s just an abuse of power.” There is also the question of the confidential nature of the documents. Presumably, the employees who complained about Boylan did so in a way that they assumed was private—and it’s hard to imagine they made the complaints knowing that one day their words would be used to beat back a negative story about the Governor.

John Kaehny, the executive director of the nonprofit Reinvent Albany, which advocates for transparency and accountability in New York state government, said that the press also needed to examine their complicity in the leak of the documents. “It’s the Cuomo administration’s M.O. to attempt to bully and terrorize people—they use whatever tool that is at hand,” Kaehny said. “It’s not just this particular case of attempted character assassination against Lindsey Boylan. The use and manipulation of the press is bread-and-butter political warfare. This is an area where the press really need to look themselves in the eye.”

Who leaked the documents? Who authorized the leak? And was the Governor involved? In response to these and other questions, Cuomo’s special counsel and senior advisor, Beth Garvey, sent me a statement saying, “With certain limited exceptions, as a general matter, it is within a government entity’s discretion to share redacted employment records, including in instances when members of the media ask for such public information and when it is for the purpose of correcting inaccurate or misleading statements. Given the ongoing review by the State Attorney General, we cannot comment further at this time.” (Cuomo’s office did not respond to my request to see the Boylan documents.)

On Sunday, the State Senate majority leader, Andrea Stewart-Cousins, called on Cuomo to resign. The speaker of the Assembly, Carl Heastie, stopped just short of the same demand. That day, on a conference call with reporters, Cuomo was defiant. "I'm not going to resign because of allegations," he said. "There is no way I resign." On Monday, James, the attorney general, announced that Joon Kim, a former acting U.S. Attorney for the Southern District of New York, and Anne Clark, an employment discrimination attorney, would lead the investigations into the harassment allegations. A source familiar with the investigation told me that the leak of the Boylan documents may well be one of the matters Kim and Clark look at. No one can say where the standoff in Albany is now headed. And, in a way, the Governor is right to ask for patience. Because, for everything that's already known, there are some questions that have yet to be asked.

Start Time: 5/6/2020 12:27:09 PM(UTC-4)

Last Activity: 5/7/2021 6:33:48 PM(UTC-4)

Participants: [REDACTED] Cathy Calhoun, [REDACTED]@yahoo.com Peter Ajemian

Redacted in Original Production

Redacted in Original Production

Redacted in Original Production

From: [REDACTED] Cathy Calhoun
Timestamp: 12/15/2020 10:11:38 AM(UTC-5)
Source App: Native Messages

Body:

Write an Op Ed and let's get as many women as possible to sign it. This is bullshit. NEVER EVER have I witnessed anything even close to sexual harassment

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 12/15/2020 11:09:04 AM(UTC-5)
Source App: Native Messages

Body:

I love you. I'm coming back to you on that.

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 12/15/2020 11:09:14 AM(UTC-5)
Source App: Native Messages

Body:

What would you want to say?

From: [REDACTED] Cathy Calhoun
Timestamp: 12/15/2020 2:01:36 PM(UTC-5)
Source App: Native Messages

Body:

Rich just called too I'm on a call. Need 5

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 12/15/2020 2:01:45 PM(UTC-5)
Source App: Native Messages
Body:
K

From: [REDACTED] Cathy Calhoun
Timestamp: 12/15/2020 2:05:24 PM(UTC-5)
Source App: Native Messages
Body:
Are you both in Albany?

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 12/15/2020 2:05:40 PM(UTC-5)
Source App: Native Messages
Body:
Yeah

From: [REDACTED] Cathy Calhoun
Timestamp: 12/15/2020 2:05:54 PM(UTC-5)
Source App: Native Messages
Body:
Want to call me together. I'm off my call

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 12/15/2020 2:08:01 PM(UTC-5)
Source App: Native Messages
Body:
I gotta deal w a Gov thing. Rich has the info

Redacted in Original Production

Redacted in Original Production

Body	Created-Date	Modified-Date
<p>She said over the next two years that the gov repeatedly commented on her appearance and touched her in unprofessional ways. Specifically, he would put his hand on her lower back. He would find a way to touch her in passing such as when getting on or off a plane. And that he frequently stared at her legs.</p> <p>Re allegation that the Governor repeatedly commented on her appearance and touched her in unprofessional ways, specifically that he allegedly would put his hand on her lower back or would find a way to touch her in passing such as when getting on or off a plane and that he frequently stared at her legs.</p> <p>Please add the Governor’s prior comments that he “never touched anyone inappropriately.”</p> <p>Re Stephanie’s email saying “you could be sisters” etc.:</p> <p>Please add Stephanie Benton’s prior comment on that email: “That was my attempt at banter, not his.”</p> <p>Regarding the “mount” allegation:</p> <p>The Governor’s prior denial applies here as well.</p> <p>—</p> <p>I was not involved in conversations related to the release of anyone’s employment records</p>	3/17/2021	3/18/2021
<p>She said over the next two years that the gov repeatedly commented on her appearance and touched her in unprofessional ways. Specifically, he would put his hand on her lower back. He would find a way to touch her in passing such as when getting on or off a plane. And that he frequently stared at her legs.</p> <p>Re allegation that the Governor repeatedly commented on her appearance and touched her in unprofessional ways, specifically that he allegedly would put his hand on her lower back or would find a way to touch her in passing such as when getting on or off a plane and that he frequently stared at her legs.</p> <p>Please add the Governor’s prior comments that he “never touched anyone inappropriately.”</p> <p>Re Stephanie’s email saying “you could be sisters” etc.:</p> <p>Please add Stephanie Benton’s prior comment on that email: “That was my attempt at banter, not his.”</p> <p>Regarding the “mount” allegation:</p> <p>The Governor’s prior denial applies here as well.</p> <p>—</p> <p>I was not involved in conversations related to the release of anyone’s employment</p>	3/17/2021	3/18/2021

<p>records or the draft letter reported in the New York Times; I learned about them after the fact.</p> <p>Rich Azzopardi was not involved in conversations related to the draft letter reported in the New York Times; he learned about it after the fact.</p> <p>"Melissa is one of the most accomplished, smartest and hardest working public servants in state government. Enough with the sexist characterizations and name calling."</p>		
<p>Draft and Confidential Ronan Farrow</p> <p>What is the deadline? When is it going?</p> <p>Any staff mentions?</p> <p>Any new allegations?</p> <p>What exactly is being said about the governor or his staff?</p> <p>Is there a second story in the works?</p> <p>*Boylan alleges that former and current aides and allies of the Governor have retaliated against her in a variety of ways, including making calls about her.</p> <p>*CALLS TO WHO? WHAT IS THE BASIS FOR THIS ALLEGATION?</p> <p>*She accuses Melissa DeRosa of leaking her personnel file and questions the legality of the leak. Do you or does Melissa have a response?</p> <p>From Beth Garvey, Special Counsel & Senior Advisor: "With certain limited exceptions, as a general matter, it is within a government entity's discretion to share redacted employment records, including in instances when members of the media ask for such public information and when it is for the purpose of correcting inaccurate or misleading statements. Given the ongoing review by the State Attorney General, we cannot comment further at this time."</p> <p>*Boylan describes a culture of hostility and bullying under the governor. She and others recall seeing a dart board with a photo of Bill DeBlasio on it while attending a pool party. Do you or the governor have any comment on the dart board and the intentions behind it?</p> <p>*IS THIS TRUE?</p> <p>*Boylan says, as previously alleged in her Medium post, that the governor fixated on her, tracked her location through aides to an extent she found uncomfortable, and showed a level of interest that she found inappropriate in their interpersonal interactions.</p> <p>*WHAT SPECIFICALLY IS SHE REFERRING TO AS EXAMPLES?</p> <p>*She says that she felt objectified and professionally diminished, and recounts an incident at the December 2016 REDC awards during which she says she was ordered to accompany the Governor and Maria Bartiromo on a return helicopter flight rather than remain and continue to engage with her direct-reports on substantive matters.</p>	3/14/2021	3/14/2021

<p>*DIDN'T SHE OFTEN DEMAND THAT SHE FLY WITH THE GOVERNOR?</p> <p>*Boylan speaks about what she perceived to be a lack of boundaries between the Governor and female staffers. She says that Stephanie Benton asked her, also at a pool party, whether she had yet been swimming in the pool at the governor's residence.</p> <p>*IS THIS TRUE?</p> <p>*On the subject of the "strip poker" comment that her Medium post claimed the governor made on a flight in October 2017, Boylan disputes the group denial and says that Abbey Fashouer Collins was sitting next to her when the comment was made.</p> <p>*</p> <p>*She reiterates her claim that the governor kissed her on the lips in 2018.</p> <p>*Please include this previously issued statement from Press Secretary Caitlin Girouard: "As we said before, Ms. Boylan's claims of inappropriate behavior are quite simply false."</p>		
<p>Age long sexist trope of powerful women getting where they've gotten because of their willingness to</p> <p>From a senior aide to the Governor regarding the allegation that Melissa, Stephanie and Jill "abetted" the Governor: "This is an outrageous allegation that furthers an age-old sexist trope that powerful women only make it to positions of power because of their willingness to bend to the will of a man."</p> <p>From Melissa: "As Secretary to the Governor, I have no role in staffing decisions."</p> <hr/> <p>Re desks: Both at the NYC and Capitol offices, no staff desks are visible to the governor from his office desk or his conference room, and these desks have been arranged this way for decades.</p> <p>Re how Charlotte's case was handled: please include Beth's and Judy's prior statements plus Charlotte's comments to the NYT: "I have no problem with what they did," Ms. Bennett said of Ms. DesRosiers and Ms. Mogul, describing both women as sympathetic to her concerns.</p>	3/13/2021	3/13/2021

<p>Re technology: "THE GOVERNOR IS NOTORIOUSLY TECHNOLOGICALLY INEPT — MALE AND FEMALE STAFFERS HAVE FOR YEARS ASSISTED THE GOVERNOR WITH HIS COMPUTER AND PHONES."</p> <p>Re having staff around: "The governor works 24/7 and it is routine and ordinary to have staffers help him with a whole range of issues at the drop of a hat."</p> <p>Re upstairs: to be clear, there are offices upstairs at the mansion.</p> <p>GIVE JILL A HEADS UP THROUGH HER LAWYER</p> <p>The Secretary to the Governor has no role in staffing assignments.</p> <p>From Melissa: "As Secretary to the Governor, I have no role in staffing decisions."</p> <p>—</p> <p>Editorial Heads up that NYT has something coming — could be as soon as tomorrow If we have concerns, questions, complaints, Mara is here but best to call Katie Will let Katie speak to it Board decision Katie Kingsbury [REDACTED]</p>		
<p>General statement on toxic, hostile, demanding workplace:</p> <p>From Rich Azzopardi, senior advisor to the governor: "The people of this state elected the Governor to represent them four times during the last 14 years and they know he works day and night for them. There is no secret these are tough jobs, and the work is demanding, but we have a top tier team with many employees who have been here for years and many others who have left and returned because they know the work we do matters, a fact that was underscored throughout COVID."</p> <p>Re workplace culture stemming in part from Melissa and other top aides, especially the competition within the office [an element of fostering competition to keep people working hard; someone got an assignment and another got the same assignment to see who did it better] and favoritism [who got invited to what parties; who gets asked to do what assignments]</p> <p>"New Yorkers deserve nothing less than excellence from their public servants which is why leadership here pushes everyone to be the most effective team in government."</p> <p>Re where people sit:</p> <p>"Many of the offices are traditionally reserved for specific appointees such as director of state operations, counsel, communications director, and so on. Other</p>	<p>3/11/2021</p>	<p>3/11/2021</p>

<p>office decisions are made purely on the basis of what makes sense organizationally – nothing more, nothing less.”</p> <p>Re who travels with the governor:</p> <p>“While every trip is unique, the Governor often travels with a press, policy, and operational lead, and decisions are made based on what makes sense organizationally for a particular event.”</p> <p>Regarding the former staffer saying he felt that there was pressure to hire people who looked a certain way:</p> <p>“That’s never been the expectation, and if someone is saying they have reason to believe hiring decisions were ever made based on someone’s appearance, they should report it through appropriate channels.”</p> <p>Re holiday parties:</p> <p>“The Governor hosts numerous holiday receptions, including ones for all members of the administration, senior staff and cabinet leaders, members of the security detail, and other subsets of the government. These parties are inclusive of virtually every member of the governor’s orbit and are his chance to say thank you for all the hard work and sacrifice.”</p> <p>Re implicit pressure to wear certain clothing such as dresses or high heels:</p> <p>Untrue.</p> <p>Regarding making women uncomfortable:</p> <p>Gov’s past comments in briefing</p> <p>-----</p> <p>Many of the things in the story have recently been reported by others -- descriptions of the workplace as toxic, hostile, demanding, as well as the emphasis on appearances and looks, with some former staffers saying the governor is known to have "a type."</p> <p>One former staffer [still figuring out sourcing on who that is] said he felt pressured to hire interns [fellows] who were tall, thin, and blonde.</p> <p>Aides</p> <p>THIS SEEMS CRAZY TO ME — WHAT ORG ARE YOU TALKING ABOUT? THE GOV DOESN’T INTERACT WITH INTERNS, SO THIS MAKES NO SENSE. THE GOV’S EXEC OFFICE DOESN’T HAVE INTERNS.</p> <p>THIS IS SILLY CONSIDERING THE GOVEWRNOIR’S EXEC OFFICE DOESN’T HAVE INTERNS SO ITS IUINCLEA WHO THIS PERSON WAS HIRING FOR</p> <p>Others described the more favorable treatment that the governor's preferred staffers receive. Various people told us there are typically two holiday parties, one for the A-Team, [top aides and those that the gov has preference for even l’d they’re not close aides, including employees in lower level jobs] which is a hand-picked group of the governor's favorite staffers, and another for most everybody</p>		
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<p>else.</p> <p>JUST LIKE THE WHITE HOUSE DOES, THERE ARE NUMEROUS PARTIES - PARTIES FOR PRESS, THE DETAILS, THE SENIOR STAFF, AN APPOINTEE PARTY, AND AN EVERYONE WHO WORKS IN GOVERNMENT PARTY, A POLITICAL DEMOCRATIC PARTY.</p> <p>[women feel there is a dress code and pressured to dress in a particular way - in the holiday party, you have to have a certain look in order to get invited to the holiday party - high heels, tight dresses]</p> <p>RICH'S HIGH HEAL DENIAL CALL DANI ON THIS.</p> <p>THIS IS NOT TRUE.</p> <p>Few people we interviewed said they saw or experienced sexual harassment, but some described instances of inappropriate sexual comments in the workplace by other unnamed staffers.</p> <p>ARE YOU DESCRIBING THIS BEHAVIOR OR COMMENTS OR JUST MAKING A VAGUE ALLEGATION WITH NO DETAIL?</p> <p>[No new allegation here. Spoke to Anna Liss on the record - she heard from three other employees at the time that there was a perception or understanding that the Gov liked her; at the time she wore it as a badge of honor; over time she grew more in for towable with having her looks valued over her work]</p> <p>REFER TO PRIOR GOV COMMENTS</p> <p>[will include that several women said that the gov calls women "sweetheart" or "darling" - asked if they have a boyfriend - some said they didn't mind; found it friendl]</p> <p>REFER TO PRIOR GOV COMMENTS — CALL DANI</p> <p>We also have people defending the workplace, saying they wouldn't describe it as toxic, but challenging, and women who said they spent a lot of time working alone with the governor and never felt uncomfortable.</p> <p>Possible that Melissa would be mentioned — demanding element of the job, long hours, on the clock, cutting vacation short, some people felt asked to make personal sacrifices for minor tasks that didn't seem important to the mission like missing a kid's birthday party;</p> <p>USE RICH'S STATEMENT</p> <p>toxicity, people feel pitted against one another creating a lack of trust and backstabbing to keep governor happy;</p> <p>USE RICH'S STATEMENT</p> <p>favoritism - holiday parties, type of assignments people are given or where they sit, getting to travel with the governor - governor and Melissa;</p>		
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<p>Female aide said Cuomo aggressively groped her at the governor's mansion Cuomo issues denial but describes details of woman's account as 'gut-wrenching' Brendan J. Lyons March 10, 2021 Updated: March 10, 2021 6:12 p.m.</p> <p>ALBANY — A female aide to Gov. Andrew M. Cuomo alleges he aggressively groped her in a sexually charged manner after she had been summoned to the governor's mansion late last year, according to a person with direct knowledge of the woman's claims.</p> <p>The staff member, whose identity is being withheld by the Times Union, had been called to the mansion under the apparent pretext of having her assist the governor with a minor technical issue involving his mobile phone. They were alone in Cuomo's private residence on the second floor of the mansion when he closed the door and allegedly reached under her blouse and began to fondle her, according to the source.</p> <p>The person, who is not authorized to comment publicly, said the woman — who is much younger than Cuomo — told the governor to stop. Her broader allegations include that he frequently engaged in flirtatious behavior with her, and that it was not the only time that he had touched her.</p> <p>The woman's story was revealed within the governor's Executive Chamber on March 3, as staff members watched his first news conference in the week since Lindsey Boylan published an online essay detailing her own allegations against Cuomo. In the news conference, the governor denied ever touching any women "inappropriately."</p> <p>Hearing those remarks, the female aide became emotional. At least one female supervisor came to her aide and asked her why she was upset. The female aide subsequently told the supervisor what she said had been inappropriate encounters with Cuomo, the source said.</p> <p>In response to the Times Union's questions about the allegations, Cuomo on Wednesday evening issued a statement to the newspaper: "As I said yesterday, I have never done anything like this. The details of this report are gut-wrenching. I am not going to speak to the specifics of this or any other allegation given the ongoing review, but I am confident in the result of the attorney general's report."</p> <p>The woman's allegations, first reported Tuesday by the Times Union, are the most egregious claims the governor has faced as multiple women have come forward since December and accused him of sexual harassment or inappropriate behavior. In the most recent case, at least one of the woman's supervisors reported the allegations to an attorney in the governor's office on Monday.</p> <p>On Tuesday afternoon, several hours after Cuomo's office had been asked about the matter by the Times Union, the governor said, "I'm not aware of any other claim," when he was asked by a reporter about the new story, which by then had been published online. That story included a statement from his acting counsel, Beth Garvey, who said that "all allegations" of sexual harassment made against the governor were being referred to the state attorney general's office.</p> <p>"As I said last week, this is very simple: I never touched anyone inappropriately," the governor said Tuesday. "I never made any inappropriate advances ... (and) no one ever told me at the time that I made them feel uncomfortable. Obviously, there are people who said after the fact they felt uncomfortable."</p> <p>The woman has not filed a formal complaint with the governor's office. State Attorney General Letitia James' office is investigating multiple harassment allegations against Cuomo on the basis of a referral letter that Garvey, his counsel, requested in a March 1 letter.</p> <p>This week, James announced the investigation will be handled by two private attorneys: Joon H. Kim, a former acting U.S. attorney for New York's Southern District in Manhattan, and Anne L. Clark, who specializes in labor law and sexual harassment cases.</p> <p>Aides to the governor on Tuesday said the governor stands by his statements that</p>	<p>3/10/2021</p>	<p>3/10/2021</p>
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<p>he never touched anyone inappropriately. They would not explain the governor's statement that he was unaware of the latest allegation against him.</p> <p>The latest allegations by the woman who reported she had been groped by Cuomo at the governor's mansion have escalated the severity of the accusations: The conduct she has described could potentially be pursued as a misdemeanor sexual abuse charge.</p> <p>On Wednesday morning, the attorney general's office declined to comment in response to detailed questions about how that office, which does not have statutory jurisdiction on any criminal component of the case, would be handled.</p> <p>Garvey's March 1 letter to the attorney general invoked a section of Executive Law that empowers the attorney general's office to conduct a civil investigation with the aide of office subpoenas, but not to pursue a criminal case or to bring the allegations before a grand jury.</p> <p>If a criminal complaint is made, by Boylan or the female aide who alleges he groped her at the mansion, those cases could potentially be handled by the offices of Albany County District Attorney David Soares or Manhattan District Attorney Cy Vance.</p> <p>The new allegations that came to light Tuesday immediately intensified the pressure from many lawmakers — including Cuomo's fellow Democrats — for the governor to resign. He had already faced calls to step down from state Senate Majority Leader Andrea Stewart-Cousins, and Assembly Speaker Carl E. Heastie had issued a statement Sunday questioning Cuomo's ability to remain an effective leader.</p> <p>Republicans in the Legislature have been more forceful in their remarks. Senate Minority Leader Robert Ort on Tuesday characterized the latest allegation as "a disturbing pattern of predatory pattern behavior by Gov. Cuomo, not to mention a pattern of lies and broken public trust."</p> <p>The initial allegations were made by three women — Boylan as well as Charlotte Bennett and Anna Ruch, who did not work for Cuomo but told the New York Times last week that the governor grabbed her and attempted to kiss her at the 2019 wedding of one of his senior aides, Gareth Rhodes.</p> <p>Bennett told the New York Times that Cuomo, during an encounter in his Capitol office last June, talked about being lonely during the pandemic and that he had missed being able to hug someone. She said that Cuomo never tried to touch her. Bennett, in another interview with CBS News, also recounted being alone with Cuomo at the mansion and said that he had asked her probing questions about her personal life but did not touch her.</p> <p>Over the weekend, in stories published by the Washington Post and Wall Street Journal, two more women came forward and described what they characterized as inappropriate behavior by Cuomo, including Karen Hinton, who worked with the governor more than two decades ago at the U.S. Housing and Urban Development agency.</p>		
<p>Privileged and confidential</p> <p>Brendan Lyons inquiry re 6th accuser</p> <p>how are you sourcing it? according to people with direct knowledge of the allegations.</p> <p>Name not in the story</p> <p>This is a person who is alleging sexual harassment at least and sexual abuse at worst</p> <p>Even if they filed a HR complaint, we won't name.</p> <p>Groping in an aggressive manner</p>	<p>3/10/2021</p>	<p>3/11/2021</p>

<p>And he put hands up the blouse</p> <p>She looked to be in emotional distress when she watched or listened to the press conference</p> <p>—</p>		
<p>Hi everyone,</p> <p>This should just be a couple minutes — Rich and I just wanted to get everyone on the phone in light of the New York Times story.</p> <p>I can only speak for myself when i say I'm still processing what was reported.</p> <p>But I want to make clear this office's continued belief and policy that any person who has a concern of any nature has a right to come forward and have their voice heard.</p> <p>-</p> <p>I also want to say I'm incredibly proud of this team and what we have accomplished, especially over the past year, which was the hardest of our lives.</p> <p>It was not easy - and the level of stress was above and beyond because we were on the front lines battling a pandemic — and there is still more work we must stay focused on to keep informed, safe and healthy.</p> <p>-</p> <p>I speak for myself, Rich, Judy and Melissa when I say our door is always open and if anyone wants to have a conversation either alone or with some variation of that group, we are here.</p>	2/28/2021	2/28/2021
<p>I never viewed any of my convos with her the way they're being reported right now</p> <p>This is about a misunderstanding of intentions</p> <p>I never meant it that way</p> <p>I never intended anything like what's being reported right now</p> <p>I have a different recollection of the interactions and dynamic alleged in the article.</p> <p>I valued the work that Charlotte did for the executive chamber She requested to be moved and this was her dream job</p> <p>Charlotte was a young, hardworking member of the Covid response in Albany in the trenches</p> <p>He was my friend, we became close - she felt she could share intimate things with and he with her</p> <p>She was a smart engaged young woman who the Gov had tremendous empathy for given her circumstances that she shared with him and it now appears comments he made were misunderstood</p> <p>—</p>	2/25/2021	2/26/2021

<p>"I have nothing but respect for Charlotte and the work she did for the state, and I have tremendous sympathy for what she had been through in her life. I'm saddened and regret that she feels anything other than supported and valued, and I want nothing but the best for her. I have a different perspective on the dynamic presented here and believe the best way to get to the truth is through a full, fact-based and independent investigation by an outside counsel who has the expertise to review complex matters like these and recommend remedial steps as warranted."</p> <p>I never intended anything I said about either of our personal lives</p> <p>Boylan - demonstrably false and her story keeps changing.</p> <p>The best way to get to the bottom of this is to have an investigation and I support one.</p> <p>We are aware of the accusations and this won't be settled in the press. I fully support an investigation to get all the facts</p> <p>I have a different recollection of the interactions and dynamic alleged in the article.</p>		
<p>\</p> <p>Heard there might be a conf in assembly today Initial hope was to do this afternoon 11am conference - if nothing come out of that</p> <p>Redacted in Original Production</p> <p>March 25</p> <p>Set something up by tomorrow that would be great</p> <p>—</p> <p>"This is an ongoing and transparent attempt by Lindsey Boylan to advance her political campaign with false accusations and lies about this administration. Her previous claims that she had tried to quit the administration were already proven false as she resigned after being counseled for abuse and harassment of three different female subordinates after which she unsuccessfully asked for her job back-- beyond that, these are more politically motivated fabrications and we are not going to dignify them."</p> <p>This administration has a nation-leading track record enhancing women's rights and workplace protections against sexual harassment and we take allegations of this nature extremely seriously. Unfortunately, this is an ongoing and transparent attempt by Lindsey Boylan to advance her political campaign with false accusations and lies about this administration. Her previous claims that she had tried to quit the administration were already proven false as she resigned after being counseled for abuse and harassment of three different female subordinates after which she unsuccessfully asked for her job back -- beyond that, these allegations simply aren't true."</p> <p>—</p>	2/24/2021	2/24/2021

<p>From Caitlin Girouard: “As the Governor previously said, any complaint of harassment deserves to be heard, but after a review of Ms. Boylan’s post we can unequivocally say the actions attributed to the governor simply aren’t true.”</p> <p>Additional information:</p> <p>Ms. Boylan’s previous claims that she had tried to quit the administration were already proven false as she resigned after being counseled for abuse and harassment of three different female subordinates after which she unsuccessfully asked for her job back. As the Associated Press reported:</p> <p>“Personnel memos written in 2018, obtained by The Associated Press, indicate that Boylan resigned after she was confronted about complaints about her own office behavior. Several women complained to Empire State Development’s human resources department that “Ms. Boyland had behaved in a way towards them that was harassing, belittling, and had yelled and been generally unprofessional,” wrote the administration’s ethics officer, Julia Pinover Kupiec in one memo. Boylan resigned after meeting with officials including Cuomo’s top lawyer, Alphonso David, to be “counseled” about the complaints. David said in a follow-up memo that Boylan had contacted him several days later and said she had reconsidered her resignation and wished to return to work, but he discouraged her from doing so.”</p> <p>—</p>		
<p>Redacted in Original Production</p> <p>Judge us by our accomplishments The Governor makes Constructive impatience Your bully is my champion</p> <p>New York’s default is inertia, and this governor has spent his entire career trying to break through the inertia and improve the lives of New Yorkers. Judge us on our accomplishments — xyzz — we’ll leave the personal</p> <p>The governor;’asides pointed to other strong leaders who have a brisk manner who likewise have been revered and rewarded — XYZ</p> <p>—</p> <p>Yes, people are complicated, but you can’t define the man as a bully if he’s also been the champion of marriage equality, transgender rights, healthcare for underserved communities, housing for the homeless, paid family leave, women’s equality. And he didn’t just champion those causes, he delivered results on them.</p> <p>At the same time, for months we have been dealing with people from the far right as well as the Ron Kims of the world who ARE launching mean-spirited attacks and blaming the governor for the deaths of people in nursing homes. Those are brutal attacks and they deserved a response. Politics is a passionate business</p> <p>Voters don’t care about these personality temperament stories Bobby Kennedy They want someone who will fight for them He’s been voted into statewide office 4 times</p>	2/19/2021	2/23/2021

<p>He's the same person</p> <p>There are many sides to people. He's loving and compassionate and he's also tough.</p> <p>Sunshine: nature of politics is tough — accomplishments are real — same sex marriage — has he raised his voice, share, have I, sure, we're from a place called NY, it's not for the timid</p> <p>—</p> <p>“After decades of public service, New Yorkers know Governor Cuomo and his capacity to be their champion and deliver results, and that is why they've elected or re-elected him four times. This is the same person who made us all feel safe during the scariest experience of our lifetimes and fought night and day to get us on their side of the pandemic, who fought for and enacted new rights for LGBTQ people, paid family leave, \$15 minimum wage and the strongest gun safety laws in the country — while Washington is still playing catch up. In this town, we understand private conversations tend to never stay private and are prone to exaggeration — that comes with the territory.”</p> <p>—</p> <p>“The people of this state have known and given me their trust for the last 14 years. Yes, they have seen me get impatient with pettiness, partisan politics and disingenuous attacks, and I think New Yorkers feel the same way. But they continue putting their trust in me because they that at the end of the day the only thing that matters to me is delivering results for New Yorkers and we have done that — from marriage equality to \$15 minimum wage to the strongest gun safety laws to bringing New York from the highest infection rate in the nation to one of the lowest.</p> <p>“People should not get away with lying or distortions with impunity. I fight for the people of New York as their advocate. I never said a WFP member was a ‘child rapist’ and never heard of that, but we did discuss sexual improprieties and sexism admitted by WFP management.</p> <p>“I have a top tier team and I am direct with people if their work is sub-par because the people of New York expect and deserve excellence from all of us.”</p> <p>###</p> <p>Program Gov ██████ Pastor</p> <p>Due to COVID restrictions, Press will be virtual only. Photos will be pooled by AP. Gov will do a covid briefing in the afternoon.</p> <p>—</p> <p>Wednesday — 1130 York College A replay of what we did today</p>		
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<p>first observe what's going on in the vax site then go downstairs and do a standup in multipurpose room to talk about it</p> <p>Need electeds and pastors</p> <p>Comrie gets vaccinated downstairs</p> <p>Same press set-up.</p> <p>Need charts showing the neighborhoods / locations / hours / how to sign up</p>		
<p>Beth Garvey: "Melissa is one of the most competent, hard working, and dedicated public servants I have ever worked with — full stop."</p> <p>From me: "Whoever you're speaking to has no idea what they're talking about and sounds like they have an axe to grind."</p>	2/12/2021	2/12/2021
<p>██████████ emailed ██████████ and said</p> <p>██████████ reached out to ██████████ to say nice work Very positive ██████████ trying to get into a zen spot and Moynihan opening threw in off and thins he's getting there ██████████ told hold everything we have done Got sense he's trying to move past it - got out what he needed to get out Past several months anything related to ██████████ work has been toxic but am looking forward to visiting</p> <p>Thinks Lindsay is messaging over Twitter</p> <p>—</p> <p>There are two people's names in that hall - and michael is one of them.</p> <p>—</p> <p>Redacted in Original Production</p> <p>—</p> <p>"██████████ was a visionary and an important part of the team, and a lot of us are still processing his passing and we grieve with those who knew him and loved him."</p>	1/4/2021	1/9/2021
<p>On background regarding rape comment: Aides said the Governor was trying to help Ms. Bennett find her voice and transform the pain she had suffered into power.</p> <p>Redacted in Original Production</p> <p>Some points should be in story What are we doing? Investigation and who? charge: Review these allegations and broader workplace issues. I am directing all state employees to cooperate. Statement that goes with the lawyer</p> <p>IS LINDSEY BOYLAN MENTIONED IN THE STORY? IS IT SAID IN THE STORY THAT HER BEEF WAS WITH GOV NOT JILL OR JUDY</p>	2/27/2021	2/27/2021

IT HAS TO BE IN THERE THAT SHE DIDN'T WANT US TO DO ANYTHING OR INVESTIGATE
JILL SAID CHARLOTTE SAID SHE WAS NO LONGER COMFORTABLE BEING ALONE WITH THE GOVERNOR

Redacted in Original Production

Their story is about sexual harassment claims of Charlotte Bennet.

In the course of several interviews she laid out serious allegations against the Governor.

Two primary incidents — one on May 15 and one on June 5, both in the state Capitol.

Of the two, Jesse characterized the June 5 as the more serious of the two in which gov engaged in convo in which he discussed her sex life, older men.

During that convo, he asked about her personal life and how she felt about age differences between men and women in romantic relationships

He complained about being lonely and not having a girlfriend and suggested she could help him find one.

He asked if she had ever been with older men.

He mentioned that Sandy was out of the picture.

He felt that age doesn't matter vis a vis men and women in relationships.

Charlotte: "He also asked me in the same convo if i had ever been with an older man." She felt this was crossing the line and an invitation to a sexual affair.

She said at one point that she tried to pivot convo out of this kind of talk and mentioned she was planning to get a tattoo, and the gov said put it on butt rather than back or shoulder — that way it would be less visible when wearing a dress. She had said she was thinking about putting it on her shoulder.

She had shown the Gov a photo or sketch of the tattoo and she showed it to him on his phone in his inner office, not in the conference room.

Gov talked about monogomy - asked her opinion on it and whether she was monogamous in her relationships.

After the convo she texted a friend and outlined some of this, particularly the age differences piece.

The next day she texted the same friend with additional elements of the convo including how gov felt lonely and wanting a girlfriend and that he can't even hug anyone.

He said on June 5 when was last time you hugged someone and she said it's covid and i miss my parents and he said no i mean a real hug - outlined in text on June 6.

Story makes clear at no time did the governor touch her but collectively she viewed this convo clearly as an invitation to a sexual relationship.

Charlotte: "He asked me if I believed if age made a difference in relationship and he also asked me in the same convo if i had ever been with an older man."

On June 6, as she was texting her friend more details from June 5, she was in Capitol on a Saturday - she was dressed down - in Gov's suite of offices - she had been asked to come to the cap and was nervous given previous day's events. She sees Steph and MDR (neither of whom are mentioned in story) - they left the office and she felt she was alone with the gov - Gov comes out of office and makes no mention of previous day but "he did say have you found me a girlfriend yet?" He left the office and she then left.

She said she reported it to Jill on June 10.
10 min convo in Jill's convo in state Capitol.

<p>Jill was sympathetic and concerned. She reported the incident to Jill - it was a pretty explicit blow by blow. The convo with Jill was memorialized in two separate texts to friends both before and after.</p> <p>Then on June 12, she was given new job as health policy advisor - the job did not come with a pay bump but she was moved from south side to north side of the second floor . He has an email from June 17 announcing her in that new position (email was from [REDACTED] and it went to [REDACTED] and other health people inside DOH - welcoming her).</p> <p>On June 30, Jill asked to speak to Charlotte and Charlotte went with Jill to her office in the Capitol. Recounted her story again — Judy Mogul was on speaker phone. Basically took a statement from her — was a longer convo — she characterized it as a factual convo — what did he say, what did you say — at end of convo on June 30, Judy said to Charlotte i need a day or two to process this. Charlotte seemed to think this was the first Judy seemed to have heard of this.</p> <p>On July 1 or 2 — Charlotte indicated to Jill and Judy that she didn't want to pursue an investigation and was happy in new job and wanted to put incident behind her. She continued on in that job but found herself increasingly angry about what had happened with the governor and eventually left the admin in November</p> <p>Jesse noted to me that Charlotte does not blame Jill or Judy - they were both sympathetic - she was concerned with what gov did, not with what Jill or Judy did</p> <p>Unclear if she had further contact with gov after the job move.</p> <p>May 15 incident On may 15 she alleges she showed up to Capitol early around 7am, he was in office working —</p> <p>to take a step back from the time of her hiring she acknowledges they were friendly - she's from [REDACTED] at the time he was MK - she played soccer against one of his daughters — she had told her mother that Charlotte had a nice long convo with gov and it was a good paternal relationship until the may 15 mtg. The mother is asked and she viewed it as a mentor/mentee relationship early on.</p> <p>The gov sees her and says hello, chit chat and office gossip. Who are you seeing in a romantic way? She brushes off as office chatter. But later in convo she mentions she's giving speech at Hamilton College - she's a survivor of sexual assault during college. She mentioned to gov that she was giving this speech and she wanted his thoughts to see what he thought about it. Repeated the rape quote This unsettled charlotte because he seemed fixated on sexual assault. Then Melissa showed up in Gov's office and charlotte left She memorialized it in a text to another friend that same day: "the way he was repeating xxxx while looking me directly in the eyes was like something out of a horror movie - it was like he was testing me"</p> <p>In a text she said it was like 17 times that he repeated it; she later clarified to Jesse it was more like 10 times.</p> <p>Are any other voices in story? Not really. Corroborated by several sources that she spoke to about incidents shortly after as well as text messages.</p>		
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She believes she was sexually harassed.

No texts or convos outside of these convos

Deadline - 2pm deadline - understanding is it will be published online today

—

I am currently finishing reporting and writing an article outlining sexual harassment claims made by Charlotte Bennett, a former briefer and executive assistant in the executive chamber who left in November, against Gov. Cuomo.

We're looking for responses to her claims as well as specific incidents and episodes outlined in the story. In addition to speaking with The Times, Ms. Bennett described these claims in contemporaneous texts to, and conversations with, family and friends. The Times has reviewed these texts and verified them with the recipients.

The deadline for responding to these questions is 2 PM on Saturday.

- Ms. Bennett was hired by the administration in early 2019, working out of the governor's Manhattan office.

- After being promoted in mid-2019, Ms. Bennett would chat in a friendly way with the governor over subjects such as their shared connection to Westchester. He would ask her about her dating life sometimes. This relationship seemed paternal in nature or like that of a mentor-mentee.

- In or around late March 2020, Ms. Bennett was asked to work in Albany as part of the state's Covid response.

- On May 15, 2020, Ms. Bennett arrived at the office early to drop off briefing papers and encountered the governor, who was working. He asked about her love life and if she were involved with other members of the governor's staff. After Ms. Bennett brought up a speech she was scheduled to give at her alma mater, which touched on her experiences as a survivor of sexual assault, she was taken aback by the reaction of the governor, who she said kept repeating 'You were raped and abused and attacked and assaulted and betrayed,' over and over again.

- On June 5, 2020, during a work meeting in the governor's office in Albany, the governor asked Ms. Bennett -- who he was alone with -- questions about her sex life, her opinions on monogamy, and if she slept with older men. The governor asked numerous questions about Ms. Bennett's personal and romantic life, complained of being lonely and not having a girlfriend and wanting one in Albany. When she mentioned the possibility of getting a tattoo, he suggested she get it on her buttocks. He asked if she had "hugged" anyone lately. When she said she missed hugging her parents during the pandemic, the governor said, "No, I mean like really hugged somebody?" Ms. Bennett interpreted this -- in toto -- as a sexual invitation.

- On June 10, 2020, Ms. Bennett reported the governor's behavior to Jill Desrosiers. Ms. Desrosiers had asked a few questions, was sympathetic and apologetic, and asked to speak to her again in two days.

- On June 12, 2020, Ms. Desrosiers told Ms. Bennett she would be given a job as a health advisor, still in the exec branch, but in a different part of the Capitol. Ms.

<p>Bennett said was moved to a new position as a health policy advisor. Can you specifically comment on whether Ms. Desrosiers did facilitate, in fact, a transfer in direct response to Ms. Bennett's claims about the governor?</p> <ul style="list-style-type: none"> • On June 30, 2020, Ms. Bennett spoke with Ms. Desrosies and Judith Vogel, when she once again outlined her claims against the governor. Shortly after this, Ms. Bennett decided not to demand an investigation. Ms. Bennett was satisfied with her new job. No action was taken against the governor. Were any other high-level officials notified of Ms. Bennett's complaints? Was the governor informed? Was proper state policy for handling sexual harassment allegations followed? 		
<p>Statement from Governor Andrew M. Cuomo</p> <p>Ms. Bennett was a hardworking and valued member of our team during COVID. She has every right to speak out.</p> <p>When she came to me and opened up about being a sexual assault survivor and how it shaped her and her ongoing efforts to create an organization that empowered her voice to help other survivors, I tried to be supportive and helpful. Ms. Bennett's initial impression was right: I was trying to be a mentor to her. I never made advances toward Ms. Bennett nor did I ever intend to act in any way that was inappropriate. The last thing I would ever have wanted was to make her feel any of the things that are being reported.</p> <p>This situation cannot and should not be resolved in the press; I believe the best way to get to the truth is through a full and thorough outside review and I am directing all state employees to comply with that effort. I ask all New Yorkers to await the findings of the review so that they know the facts before making any judgements. I will have no further comment until the review has concluded.</p> <p>Statement from Beth Garvey, Special Counsel and Senior Advisor to the Governor</p> <p>Ms. Bennett's concerns were treated with sensitivity and respect and in accordance with applicable law and policy.</p> <p>The matter was promptly escalated to special counsel. Ms. Bennett received the transfer she requested to a position in which she had expressed a long-standing interest, and was thoroughly debriefed on the facts which did not include a claim of physical contact or inappropriate sexual conduct. She was consulted regarding the resolution, and expressed satisfaction and appreciation for the way in which it was handled.</p> <p>The determination reached based on the information Ms Bennett provided was that no further action was required which was consistent with Ms Bennett's wishes.</p> <p>Although in no way required by law, the Governor has requested an independent review and all staff will cooperate in that endeavor. Former Federal Judge Barbara Jones will lead the review.</p> <p>Additional background</p> <p>On background regarding rape comment:</p> <p>Aides said the Governor was trying to help Ms. Bennett find strength in acknowledging her experience and her voice after she had asked him for feedback on a speech she was preparing.</p>	<p>2/27/2021</p>	<p>2/27/2021</p>

<p>On background regarding the tattoo:</p> <p>Aides said that at one point, Ms Bennett said she was thinking of getting a tattoo, and the Governor said his opinion was that she would find it was a mistake later in life and that she should at least do it where it would be hidden.</p> <p>On background re the letters:</p> <p>Aides said that the Governor was joking around with Ms. Bennett when she told him she was reviewing his correspondence and there were many fan letters from people asking for a date.</p>		
Redacted in Original Production	2/28/2021	3/2/2021
Redacted in Original Production	3/6/2021	3/8/2021
—		
Redacted in Original Production		
Redacted in Original Production	3/2/2021	3/3/2021

Name	Msg #	From	To	Body	Timestamp: Date	Timestamp: Time
Peter Ajemian	6166	[REDACTED] Peter Ajemian	[REDACTED] Dani Lever (owner) [REDACTED]@gmail.com Dani Lever (owner)	"This is an ongoing and transparent attempt by Lindsey Boylan to advance her political campaign with false accusations and lies about this administration. Her previous claims that she had tried to quit the administration were already proven false as she resigned after being counseled for abuse and harassment of three different female subordinates after which she unsuccessfully asked for her job back-- beyond that, these are more politically motivated fabrications and we are not going to dignify them."	2/24/2021	2/24/2021 12:04:18 PM(UTC-5)
Peter Ajemian	6167	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Reading	2/24/2021	2/24/2021 12:06:08 PM(UTC-5)
Peter Ajemian	6168	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	I think it just be a blanket Denison	2/24/2021	2/24/2021 12:07:15 PM(UTC-5)
Peter Ajemian	6169	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Denial	2/24/2021	2/24/2021 12:07:17 PM(UTC-5)
Peter Ajemian	6170	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	And not get into all this other things	2/24/2021	2/24/2021 12:07:28 PM(UTC-5)
Peter Ajemian	6171	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	And maybe the last line	2/24/2021	2/24/2021 12:07:33 PM(UTC-5)
Peter Ajemian	6172	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Actually not the last lone	2/24/2021	2/24/2021 12:07:41 PM(UTC-5)
Peter Ajemian	6173	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	These aren't political attacks	2/24/2021	2/24/2021 12:07:49 PM(UTC-5)
Peter Ajemian	6174	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	And I'm scared the women's groups are going to freak out with this	2/24/2021	2/24/2021 12:08:35 PM(UTC-5)
Peter Ajemian	6175	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Tell her to call Lis	2/24/2021	2/24/2021 12:08:39 PM(UTC-5)
Peter Ajemian	6176	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	What did Charlotte say?	2/24/2021	2/24/2021 12:09:06 PM(UTC-5)
Peter Ajemian	6177	[REDACTED] Peter Ajemian	[REDACTED] Dani Lever (owner) [REDACTED]@gmail.com Dani Lever (owner)	Yeah they are going to kill us and me	2/24/2021	2/24/2021 12:09:30 PM(UTC-5)
Peter Ajemian	6178	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Well the statement just doesn't woke	2/24/2021	2/24/2021 12:09:52 PM(UTC-5)
Peter Ajemian	6179	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	What do Lis and josh say?	2/24/2021	2/24/2021 12:10:01 PM(UTC-5)
Peter Ajemian	6180	[REDACTED] Peter Ajemian	[REDACTED] Dani Lever (owner) [REDACTED]@gmail.com Dani Lever (owner)	https://twitter.com/_char_bennett_/status/1364613777023451136?s=10	2/24/2021	2/24/2021 12:12:58 PM(UTC-5)
Peter Ajemian	6181	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Ok less bad than could be	2/24/2021	2/24/2021 12:15:13 PM(UTC-5)
Peter Ajemian	6182	[REDACTED] Peter Ajemian	[REDACTED] Dani Lever (owner) [REDACTED]@gmail.com Dani Lever (owner)	But we can't attack Lindsay if Charlotte is backing her up	2/24/2021	2/24/2021 12:15:37 PM(UTC-5)
Peter Ajemian	6183	[REDACTED] Peter Ajemian	[REDACTED] Dani Lever (owner) [REDACTED]@gmail.com Dani Lever (owner)	Or it's much harder	2/24/2021	2/24/2021 12:15:43 PM(UTC-5)
Peter Ajemian	6184	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	No also it's the wrong move	2/24/2021	2/24/2021 12:15:46 PM(UTC-5)
Peter Ajemian	6185	[REDACTED] Lever	Dani [REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Who else is she speaking to	2/24/2021	2/24/2021 12:15:51 PM(UTC-5)

Name	Msg #	From	To	Body	Timestamp: Date	Timestamp: Time
Peter Ajemian	6186	[REDACTED] Peter Ajemian	[REDACTED] Dani Lever (owner) [REDACTED]@gmail.com Dani Lever (owner)	Apparently Robbie Kaplan thinks it's ok to go on offense	2/24/2021	2/24/2021 12:26:28 PM(UTC-5)
Peter Ajemian	6187	[REDACTED] Dani Lever	[REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	I pinged lis and josh to get involved	2/24/2021	2/24/2021 12:26:45 PM(UTC-5)
Peter Ajemian	6188	[REDACTED] Dani Lever	[REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	That makes me feel better	2/24/2021	2/24/2021 12:27:00 PM(UTC-5)
Peter Ajemian	6189	[REDACTED] Peter Ajemian	[REDACTED] Dani Lever (owner) [REDACTED]@gmail.com Dani Lever (owner)	What does Lis think?	2/24/2021	2/24/2021 12:27:02 PM(UTC-5)
Peter Ajemian	6190	[REDACTED] Dani Lever	[REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Where are we	2/24/2021	2/24/2021 12:57:26 PM(UTC-5)
Peter Ajemian	6191	[REDACTED] Dani Lever	[REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	She was trying to take the temp down	2/24/2021	2/24/2021 12:57:31 PM(UTC-5)
Peter Ajemian	6192	[REDACTED] Peter Ajemian	[REDACTED] Dani Lever (owner) [REDACTED]@gmail.com Dani Lever (owner)	Good ty	2/24/2021	2/24/2021 12:57:48 PM(UTC-5)
Peter Ajemian	6193	[REDACTED] Dani Lever	[REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Hold on a second on my statement	2/24/2021	2/24/2021 1:18:15 PM(UTC-5)
Peter Ajemian	6194	[REDACTED] Dani Lever	[REDACTED] Peter Ajemian [REDACTED]@gmail.com Dani Lever (owner)	Shouldn't be a problem but she is flagging	2/24/2021	2/24/2021 1:18:23 PM(UTC-5)

From: [REDACTED] Peter Ajemian
To: [REDACTED] Jill DesRosiers (owner); [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 02/27/21 08:14:49 AM

Morning. Hope everyone is good and healthy. Let me know when you have a few min to chat this AM

EXHIBIT
18

From: [REDACTED] Jill DesRosiers (owner)
To: [REDACTED] Peter Ajemian [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 02/27/21 09:13:30 AM

Just tried

From: [REDACTED] Peter Ajemian
To: [REDACTED] Jill DesRosiers (owner) [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 02/27/21 09:43:32 AM

Sorry on a call

From: [REDACTED] Peter Ajemian
To: [REDACTED] Jill DesRosiers (owner); [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 02/27/21 09:43:39 AM

Will buzz you in a bit

From: [REDACTED] Peter Ajemian
To: [REDACTED] Jill DesRosiers (owner); [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 02/27/21 01:27:45 PM

Sorry

From: [REDACTED] Peter Ajemian
To: [REDACTED] Jill DesRosiers (owner); [REDACTED]@gmail.com Jill DesRosiers (owner)
TimeStamp: 02/27/21 06:49:10 PM
~/Library/SMS/Attachments/73/03/7C7AA54D-D1F0-4CAE-B39C-746DE56D6676/6E1372B7-08F7-4699-BAB1-927FDFB3E2C6.pluginPayloadAttachment,
Attachments: ~/Library/SMS/Attachments/cb/11/D0CE8C75-43A8-47D7-A03F-942A8C963E86/7FDDE3E3-2259-43E0-A99E-24A5612211EE.pluginPayloadAttachment

<https://www.nytimes.com/2021/02/27/nyregion/cuomo-sexual-harassment.html?referringSource=articleShare>





Date: Sunday, February 28 2021 03:20 PM

Subject: Re: statement final

From: Josh Vlasto [REDACTED]@gmail.com>

To: Chris Cuomo [REDACTED]@gmail.com>;

Dani Lever [REDACTED]@gmail.com>; Jeffrey Pollock [REDACTED]@globalstrategygroup.com>; Linda A Lacewell (dfs.ny.gov) [REDACTED]@dfs.ny.gov>; Lis Smith [REDACTED]@gmail.com>; Melissa DeRosa [REDACTED]@exec.ny.gov>; Peter Ajemian [REDACTED]@exec.ny.gov>; Richard Azzopardi [REDACTED]@exec.ny.gov>; Steven Cohen (esd.ny.gov) [REDACTED]@esd.ny.gov>;

I can't seem to dial back in

C

On Sun, Feb 28, 2021 at 3:13 PM Chris Cuomo [REDACTED]@gmail.com > wrote:

“Questions have been raised about some of my past interactions with people in the office.

I spend most of my life at work and colleagues are often also personal friends. I never intended to offend anyone or cause any harm.

sometimes I am playful and make jokes. You have seen me do it at briefings hundreds of times. My only desire is to add some levity and banter to what is a very serious business.

I now understand that my interactions may have been insensitive or too personal and that some of my comments, given my position, made others feel in ways I never intended. I'm sorry and feel deeply embarrassed about that.

Separately, my office has heard anecdotally that some people have reached out to Ms. Bennett to express displeasure about her coming forward. My message to anyone doing that is you have misjudged what matters to me and my administration and you should stop now - period.”

EXHIBIT

19

On Feb 28, 2021, at 3:11 PM, Melissa DeRosa [REDACTED]@exec.ny.gov > wrote:

“Questions have been raised about some of my past interactions with people in the office.

I spend most of my life at work and colleagues are often also personal friends. I never intended to offend anyone or cause any harm.

sometimes I am playful and make jokes. You have seen me do it at briefings hundreds of times. My only desire is to add some levity and banter to what is a very serious business.

I now understand that my interactions may have been insensitive or too personal and that some of my comments, given my position, made others feel in ways I never intended. I'm sorry and feel deeply embarrassed about that.

Separately, my office has heard anecdotally that some people have reached out to Ms. Bennett to express displeasure about her coming forward. My message to anyone doing that is you have misjudged what matters to me and my administration and you should stop now - period.”

From: Lacewell, Linda A (DFS) [REDACTED]@dfs.ny.gov >

Sent: Sunday, February 28, 2021 3:07 PM

To: Melissa DeRosa [REDACTED]@exec.ny.gov >

Cc: Peter Ajemian [REDACTED]@exec.ny.gov >; Richard Azzopardi [REDACTED]@exec.ny.gov >; Jeffrey Pollock [REDACTED]@globalstrategygroup.com >; Lis Smith [REDACTED]@gmail.com >; Josh Vlasto [REDACTED]@gmail.com >; Dani Lever [REDACTED]@gmail.com >; Steven Cohen (esd.ny.gov) [REDACTED]@esd.ny.gov >; Chris Cuomo ([REDACTED]@gmail.com) [REDACTED]@gmail.com >

Subject: Re: statement final

I now understand (not know)

Sent from my iPhone

On Feb 28, 2021, at 3:05 PM, Melissa DeRosa [REDACTED]@exec.ny.gov > wrote:

“Questions have been raised about some of my past interactions with people in the office.

I never intended to offend anyone or cause any harm. I spend most of my life at work and colleagues are often also personal friends.

At work sometimes I think I am being playful and make jokes that I think are funny. I do, on occasion, tease people in what I think is a good natured way. I do it in public and in private. You have seen me do it at briefings hundreds of times. I have teased people about their personal lives, their relationships, about getting married or not getting married. I mean no offense and only attempt to add some levity and banter to what is a very serious business.

I know understand that my interactions may have been insensitive or too personal and that some of my comments, given my position, made others feel in ways I never intended. I acknowledge some of the things I have said have been misinterpreted as an unwanted flirtation. To the extent anyone felt that way, I'm sorry and feel deeply embarrassed about that.

That's why I have asked for an outside, independent review that

looks at all of this. To be clear I never touched anybody and I never propositioned anybody, but these are serious allegations that New Yorkers deserve answers to.

Separately, my office has heard anecdotally that some people have reached out to Ms. Bennett to express displeasure about her coming forward. My message to anyone doing that is you have misjudged what matters to me and my administration and you should stop now - period.”



FEBRUARY 28, 2021 Albany, NY

Statement from Governor Andrew M. Cuomo

"Questions have been raised about some of my past interactions with people in the office.

"I never intended to offend anyone or cause any harm. I spend most of my life at work and colleagues are often also personal friends.

"At work sometimes I think I am being playful and make jokes that I think are funny. I do, on occasion, tease people in what I think is a good natured way. I do it in public and in private. You have seen me do it at briefings hundreds of times. I have teased people about their personal lives, their relationships, about getting married or not getting married. I mean no offense and only attempt to add some levity and banter to what is a very serious business.

"I now understand that my interactions may have been insensitive or too personal and that some of my comments, given my position, made others feel in ways I never intended. I acknowledge some of the things I have said have been misinterpreted as an unwanted flirtation. To the extent anyone felt that way, I am truly sorry about that.

"To be clear I never inappropriately touched anybody and I never propositioned anybody and I never intended to make anyone feel uncomfortable, but these are allegations that New Yorkers deserve answers to.

"That's why I have asked for an outside, independent review that looks at these allegations.

"Separately, my office has heard anecdotally that some people have reached out to Ms. Bennett to express displeasure about her coming forward. My message to anyone doing that is you have misjudged what matters to me and my administration and you should stop now - period."

Contact the Governor's Press Office



**Contact us by
phone:**

Albany: (518) 474 - 8418

New York City: (212) 681 - 4640



**Contact us
by email:**

Press.Office@exec.ny.gov

Date: Sunday, February 28 2021 02:47 PM
Subject: RE: Statement - final
From: Melissa DeRosa [REDACTED]@exec.ny.gov >
To: Peter Ajemian [REDACTED]@exec.ny.gov >;
Richard Azzopardi [REDACTED]@exec.ny.gov >; Jeffrey Pollock <[REDACTED]@globalstrategygroup.com >; Lis
CC: Smith [REDACTED]@gmail.com >; Josh Vlasto [REDACTED]@gmail.com >; Dani Lever [REDACTED]@gmail.com >;
Linda A Lacewell (dfs.ny.gov) [REDACTED]@dfs.ny.gov >; Steven Cohen (esd.ny.gov) [REDACTED]@esd.ny.gov >; Chris Cuomo [REDACTED]@gmail.com >

We are going through his now

From: Peter Ajemian [REDACTED]@exec.ny.gov >
Sent: Sunday, February 28, 2021 2:47 PM
To: Melissa DeRosa [REDACTED]@exec.ny.gov >
Cc: Richard Azzopardi [REDACTED]@exec.ny.gov >; Jeffrey Pollock [REDACTED]@globalstrategygroup.com >; Lis Smith [REDACTED]@gmail.com >; Josh Vlasto [REDACTED]@gmail.com >; Dani Lever [REDACTED]@gmail.com >; Linda A Lacewell (dfs.ny.gov) [REDACTED]@dfs.ny.gov >; Steven Cohen (esd.ny.gov) [REDACTED]@esd.ny.gov >; Chris Cuomo [REDACTED]@gmail.com >
Subject: Re: Statement - final

Delete hundreds of times

Also let's make sure we have actually heard about people reaching out to Charlotte in a negative way - if that's not actually true it creates another problem

Sent from my iPad

On Feb 28, 2021, at 2:43 PM, Melissa DeRosa <[REDACTED]@exec.ny.gov > wrote:

“Questions have been raised about some of my past interactions with people in the office.

I never intended to offend anyone or cause any harm. I spend most of my life at work and colleagues are often also personal friends.

At work sometimes I think I am being playful and make jokes that I think are funny. Some people do not find them funny or appropriate. I do, on occasion, tease people in what I think is a good natured way and I do use nicknames. I do it in public and in private. You have seen me do it at briefings hundreds of times. I have teased people about their relationships, about getting married or not getting married. I mean no offense and only attempt to add some levity and banter to what is a very serious business.

I also understand that customs change, and that sensitivity has changed and that what might have been acceptable in the past is insensitive or too personal. I understand that norms have changed. I want to be hyper vigilant and exemplify that change.

EXHIBIT
21

To: [REDACTED]@exec.ny.gov
Cc: Richard Azzopardi [REDACTED]@exec.ny.gov; Peter Ajemian [REDACTED]@exec.ny.gov
From: Bernadette Hogan [REDACTED]@nypost.com
Sent: Thur 3/4/2021 4:43:31 PM Eastern Standard Time
Subject: Re: Re: FROM NYPOST: TU story on Charlotte Bennett complaint

That response doesn't answer my questions.
Why wasn't this complaint handled by GOER in the first place?
Did the executive chamber break its own rules?

Thanks,

Bernadette

BERNADETTE HOGAN
Albany Reporter, *New York Post*
LCA - PO Box 7269, New York State Capitol
Albany, NY 12224
CELL: [REDACTED]
[REDACTED]@nypost.com

On Thu, Mar 4, 2021 at 4:38 PM [REDACTED]@exec.ny.gov wrote:

Here's the response:

Second, regarding complaints/investigations and related policies, quote from Beth Garvey: "As previously stated, we will not have further comment on this until the AG's review is complete, and we cannot comment on this at this time."

From: Bernadette Hogan [REDACTED]@nypost.com
Sent: Thursday, March 4, 2021 4:39 PM
To: [REDACTED]@exec.ny.gov; Richard Azzopardi [REDACTED]@exec.ny.gov; Peter Ajemian [REDACTED]@exec.ny.gov
Subject: Re: Re: FROM NYPOST: TU story on Charlotte Bennett complaint

Is this all off the record or your official response?

If Garvey did not handle the complaint, then what exactly did Ms. Mogul and Ms. DesRosier do?

Did they open a formal investigation?

If not, why - as that goes against state policy? In Governor Cuomo signed an executive order in August 2018 that took effect in December of 2019, which made the Governor's Office of Employee Relations "responsible for conducting all investigations into employment-related discrimination complaints."

Back to the questions I need answers for:

1. What complaint did Ms. Mogul and Ms. DesRosier review?
2. Did either of them open a formal investigation? If so, what were the findings?
3. Was Charlotte Bennett's complaint referred to the Governor's Office of Employee Relations?
4. If yes, was a formal investigation conducted?
5. If yes, what are the results of the investigation?
6. Does the Executive Chamber believe its personnel are not subject to the laws governing other New York State government agencies and offices?

EXHIBIT
22

To: Bernadette Hogan [REDACTED]@nypost.com]
Cc: [REDACTED]@exec.ny.gov]; Peter Ajemian [REDACTED]@exec.ny.gov]
From: Richard Azzopardi[O=NYEC/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=RAZZOPARTI]
Sent: Fri 3/5/2021 7:18:06 PM Eastern Standard Time
Subject: Re: FROM NYPOST: Cuomo sexual harassment

This can be attributed to Beth Garvey, Special Counsel to the Governor RE if Gov Cuomo took the sexual harassment course in 2019-- the Governor's response in the presser was "Yes"

"To the extent you heard equivocation in this answer it is a yes, no caveats. He completed the training. For Ms. Benton, she categorically denies this exchange, and this not true."

"Some state employees take an online course; for Executive Chamber Senior Staff, the training takes the form of personal review of documentation. The Governor did this review of the mandated material and completed the training."

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Bernadette Hogan
Sent: Friday, March 5, 2021 7:14 PM
To: Richard Azzopardi
Cc: [REDACTED] Peter Ajemian
Subject: Re: FROM NYPOST: Cuomo sexual harassment

Can you send to me? CBS only described.
What about Charlotte's comments?

On Fri, Mar 5, 2021 at 7:11 PM Richard Azzopardi [REDACTED]@exec.ny.gov> wrote:

You saw Stephanie response.

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Bernadette Hogan
Sent: Friday, March 5, 2021 7:09 PM
To: Richard Azzopardi; Peter Ajemian; [REDACTED]
Subject: FROM NYPOST: Cuomo sexual harassment

Hi guys -

Charlotte Bennett told CBS Governor Cuomo did not take his 2019 sexual harassment training and aide Stephanie Benton took it for him.

1. Did Governor Andrew Cuomo complete the state-mandated 2019 sexual harassment training? If not, why?
2. Did Stephanie Benton complete Governor Andrew Cuomo's state-mandated 2019 sexual harassment training? If so, why?
3. Why was Charlotte Bennett's complaint not investigated by the executive chamber, per GOER policy?
4. Charlotte Bennett said Governor Cuomo should resign if the Attorney General's investigation finds he has sexual harassed her or others, "which he absolutely has because I have contemporaneous evidence." Will the Governor resign?
5. What is the sexual harassment policy that members of the executive chamber are required to complete?
6. Did Governor Andrew Cuomo complete the 2020 state-mandated sexual harassment training? If no, why? If so, can you provide a copy certifying the completion?

Thanks,
Bernadette

BERNADETTE HOGAN
Albany Reporter, New York Post
LCA - PO Box 7269, New York State Capitol
Albany, NY 12224
CELL: [REDACTED]
[REDACTED]@nypost.com

--
BERNADETTE HOGAN
Albany Reporter, New York Post
LCA - PO Box 7269, New York State Capitol
Albany, NY 12224



CELL: [REDACTED]
[REDACTED]@nypost.com

Dani Lever Texts 3318-3400

3318	<p>██████████ Peter Ajemien</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Rich Azzopardi ██████████ Jeffrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>I actually think it was ok... too long but this was powerful: "My intent doesn't matter" followed by another apology</p>	3/3/2021
3319	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jeffrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>Shorter</p>	3/3/2021

3320	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Melissa	3/3/2021
3321	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Shorter	3/3/2021

3322	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Shorter	3/3/2021
3323	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Josh? Spin?	3/3/2021

3324	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	<p>What is chuck Todd saying</p>	<p>3/3/2021</p>
3325	<p>██████████ Josh Vlasto</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	<p>Isn't done yet but I think I would say this was clear and contrite and a strong base to pivot back to work until the ag comes back.</p>	<p>3/3/2021</p>

3326	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Nothing since pain	3/3/2021
3327	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Isaac said he nailed it	3/3/2021

3328	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Right	3/3/2021
3329	<p>██████████ Josh Vlasto</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	But don't overhype	3/3/2021

3330	<p>██████████ Josh Vlasto</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	None of this is good	3/3/2021
3331	<p>██████████ Josh Vlasto</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p>	It's all hard	3/3/2021

		<p>██████████@gmail.com Dani Lever (owner)</p>		
3332	<p>██████████ Josh Vlasto</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████@gmail.com Dani Lever (owner)</p>	And it's not over	3/3/2021

3333	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Absolutely	3/3/2021
3334	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Not sure what he's doing here	3/3/2021

3335	<p>██████████ Dani Lever</p>	<p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ <u>Linda Lacewell</u></p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Who are these reporters	3/3/2021
3336	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ <u>Linda Lacewell</u></p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	What's going on here	3/3/2021

3337	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	He is apologizing to New York	3/3/2021
3338	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Stop this	3/3/2021

3339	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	What's he doing	3/3/2021
3340	<p>██████████ Josh Vlasto</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	I'm fine with that	3/3/2021

3341	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	K	3/3/2021
3342	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	These reporters are cracking me up	3/3/2021

3343	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Melissa don't take the bait	3/3/2021
3344	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	What do I say	3/3/2021

3345	<p>██████████ Josh Vlasto</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Echo him	3/3/2021
3346	<p>██████████ Josh Vlasto</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p>	Same thing	3/3/2021

		██████████@gmail.com Dani Lever (owner)		
3347	██████████ Jefrey Pollock	██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████@gmail.com Dani Lever (owner)	I would echo	3/3/2021
3348	██████████ Jefrey Pollock	██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████@gmail.com Dani Lever (owner)	Excellent. Way to go MDR	3/3/2021

3349	<p>██████████ Josh Vlasto</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Smooth	3/3/2021
3350	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Getting blowback on him saying he wasn't ashamed	3/3/2021

3351	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ <u>Linda Lacewell</u></p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Who is monitoring local tv	3/3/2021
3352	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ <u>Linda Lacewell</u></p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	I don't think there is anything to clean up	3/3/2021

3353	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Other than that	3/3/2021
3354	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ 0 Jefrey Pollock</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Should we all jump on phone fast?	3/3/2021

3355	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	I think spin is getting back to work	3/3/2021
3356	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Sure	3/3/2021

3357	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Ok	3/3/2021
3358	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Spin is getting back to work	3/3/2021

3359	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ <u>Linda Lacewell</u> ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Spin is full throated emotional apology	3/3/2021
3360	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ <u>Linda Lacewell</u> ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Is sloughs	3/3/2021

3361	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Now time to get back to work	3/3/2021
3362	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Skoufis	3/3/2021

3363	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Biased	3/3/2021
3364	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Let process play out	3/3/2021

3365	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Anti cuomo	3/3/2021
3366	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Yes shougfid has hated us for years	3/3/2021

3367	<p>██████████ Rich Azzopardi</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>https://www.politico.com/states/new-york/city-hall/story/2021/03/03/some-key-aides-jump-ship-as-cuomo-scandals-spiral-1366493</p>	3/3/2021
3368	<p>██████████ Rich Azzopardi</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>https://twitter.com/patkiernan/status/1367187005348708356?s=21</p>	3/3/2021

3369	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>Ok cleanup would be on 1) intended (it's not about intent) 2) he wasn't ashamed though I don't really remember how that went</p>	3/3/2021
3370	<p>██████████ Rich Azzopardi</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>https://www.newsday.com/amp/news/region-state/cuomo-sexual-harassment-1.50171748?utm_source=appshare&__twitter_impression=true</p>	3/3/2021

3371	<p>██████████ Rich Azzopardi</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>https://amp.democratandchronicle.com/amp/6905740002?__twitter_impression=true</p>	3/3/2021
3372	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>Some send me the spin in email</p>	3/3/2021

3373	<p>██████████ Peter Ajemien</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	I will. One sec	3/3/2021
3374	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Peter had it	3/3/2021

3375	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Down pat	3/3/2021
3376	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Peter send here fast	3/3/2021

3377	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ <u>Linda Lacewell</u> ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Does anyone know Anne Thompson	3/3/2021
3378	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ <u>Linda Lacewell</u> ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Who is that	3/3/2021

3379	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	<p>She's on msnbc and they keep coming to her for her advice on what this all means and I don't know her</p>	3/3/2021
3380	<p>██████████ Rich Azzopardi</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	<p>https://www.timesunion.com/news/article/Cuomo-holds-first-briefing-since-allegations-of-15997224.php?utm_campaign=socialflow&utm_medium=referral&cmpid=twittersocialflow&utm_source=t.co</p>	3/3/2021

3381	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	I'm texting w Katy tur	3/3/2021
3382	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	Katy is saying my spin live	3/3/2021

3383	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Like verbatim on cnn	3/3/2021
3384	<p>██████████ Peter Ajemien</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	♥	3/3/2021

3385	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	She means MSNBC	3/3/2021
3386	<p>██████████ Peter Ajemien</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Spin is in emails	3/3/2021

3387	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>And so far I'm just seeing mentions by people of the "not ashamed" piece</p>	3/3/2021
3388	<p>██████████ Rich Azzopardi</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>This is good</p>	3/3/2021

3389	<p>██████████ Rich Azzopardi</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>https://www.nytimes.com/2021/03/03/nyregion/cuomo-sexual-harassment-scandal-apology-non-resignation.html?referringSource=articleShare</p>	3/3/2021
3390	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	In terms of clean up	3/3/2021

3391	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>Yes and I spoke to Jesse about adding wedding context</p>	<p>3/3/2021</p>
3392	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner) ██████████ Lis Smith ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>To unwanted kiss and he will</p>	<p>3/3/2021</p>

3393	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	Times is solid	3/3/2021
3394	<p>██████████ Jefrey Pollock</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Melissa Derosa</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	And they just blasted it out on email	3/3/2021

3395	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>Ben smith: “Yes. If there's no more, it feels like the turning point”</p>	<p>3/3/2021</p>
3396	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>https://twitter.com/jessemckinley/status/1367195667601494016?s=21</p>	<p>3/3/2021</p>

3397	<p>██████████ Melissa Derosa</p>	<p>██████████ Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>		3/3/2021
3398	<p>██████████ Melissa Derosa</p>	<p>██████████ 5 Dani Lever (owner)</p> <p>██████████ Lis Smith</p> <p>██████████ Peter Ajemien</p> <p>██████████ Rich Azzopardi</p> <p>██████████ Jefrey Pollock</p> <p>██████████ Linda Lacewell</p> <p>██████████ Steve Cohen</p> <p>██████████ Steph Benton</p> <p>██████████ Beth Garvey</p> <p>██████████ Judy Mogul</p> <p>██████████ @gmail.com Dani Lever (owner)</p>	What's everyone hearing?	3/3/2021

3399	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>from wapo</p>	<p>3/3/2021</p>
3400	<p>██████████ Lis Smith</p>	<p>██████████ Dani Lever (owner) ██████████ Peter Ajemien ██████████ Rich Azzopardi ██████████ Jefrey Pollock ██████████ Melissa Derosa ██████████ Linda Lacewell ██████████ Steve Cohen ██████████ Steph Benton ██████████ Beth Garvey ██████████ Judy Mogul ██████████ @gmail.com Dani Lever (owner)</p>	<p>Yeah it's good. But all depends on who else comes out. He has been sleeping with people he works with for decades I have been told. Consent when power is involved is complicated. As is flirtation.</p>	<p>3/3/2021</p>

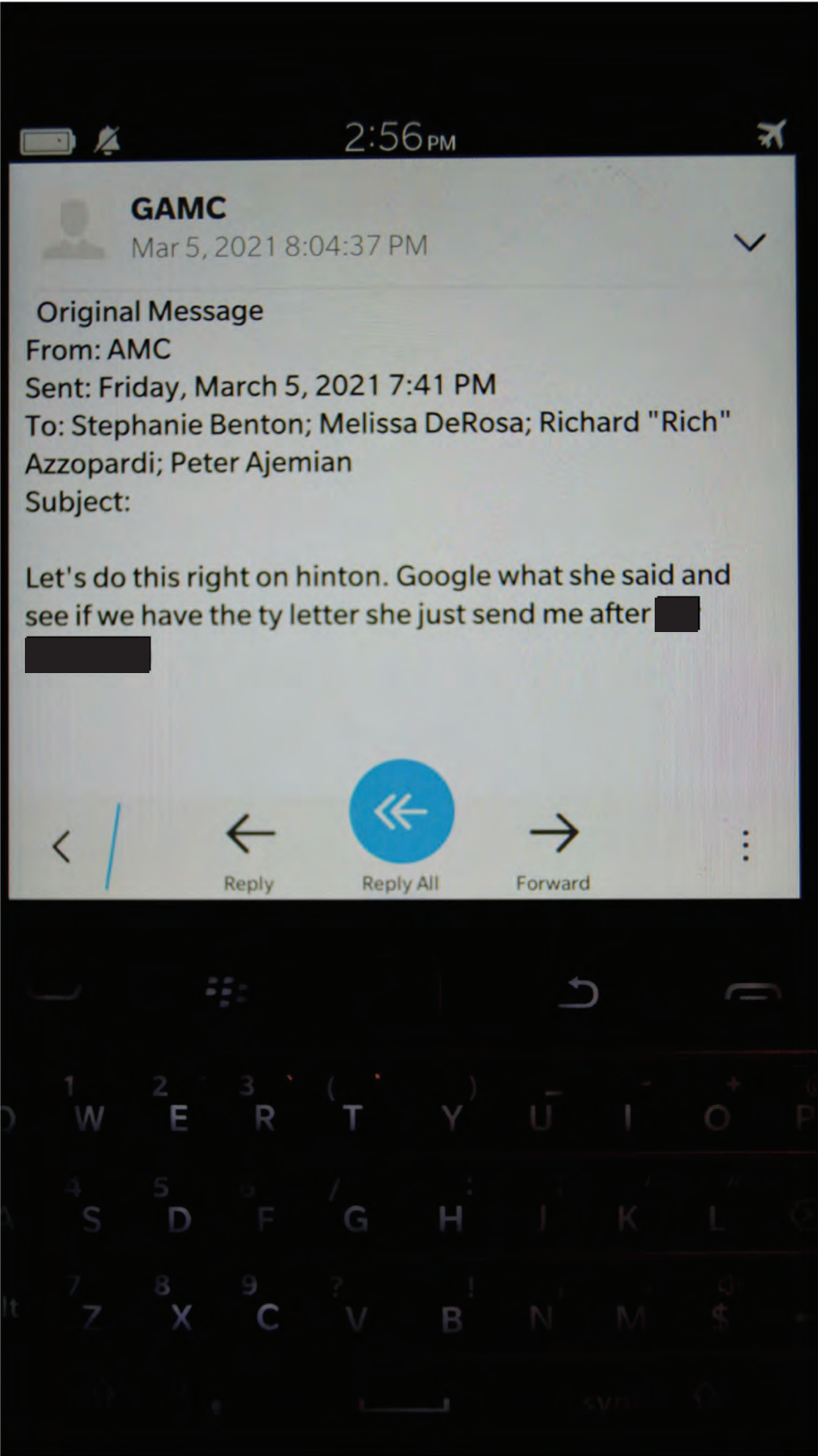
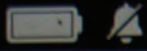


EXHIBIT
25



2:56 PM



GAMC

Mar 5, 2021 8:04:37 PM



Did they find it?

Original Message

From: Melissa DeRosa

Sent: Friday, March 5, 2021 7:48 PM

To: AMC; Stephanie Benton; Richard "Rich" Azzopardi;
Peter Ajemian

Subject: Re:

K

Original Message

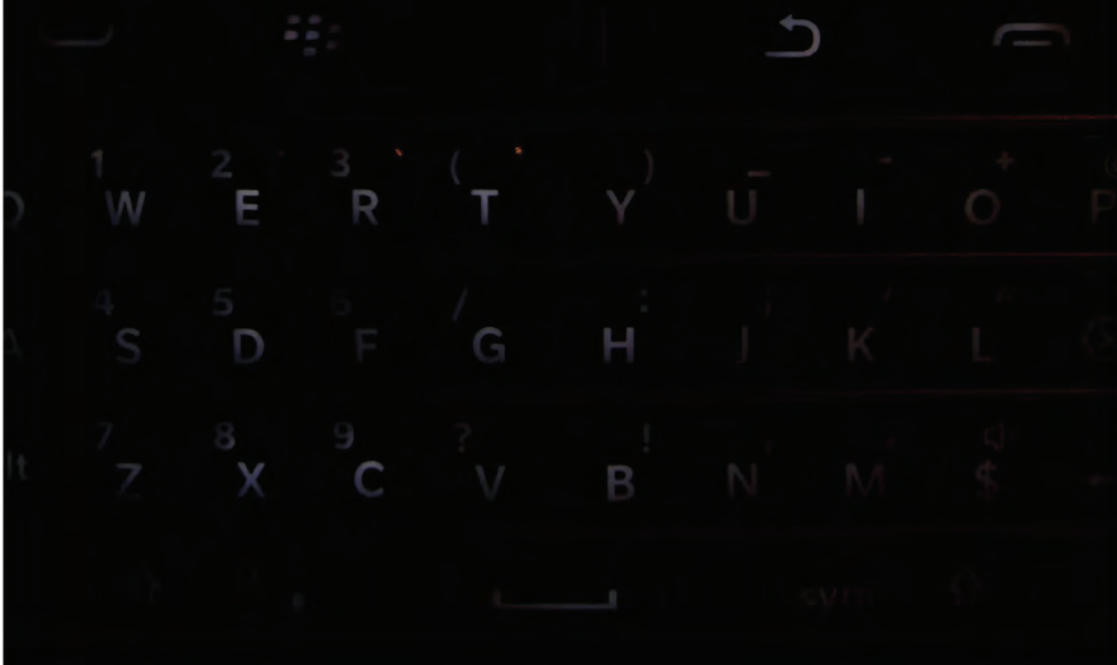
From: AMC

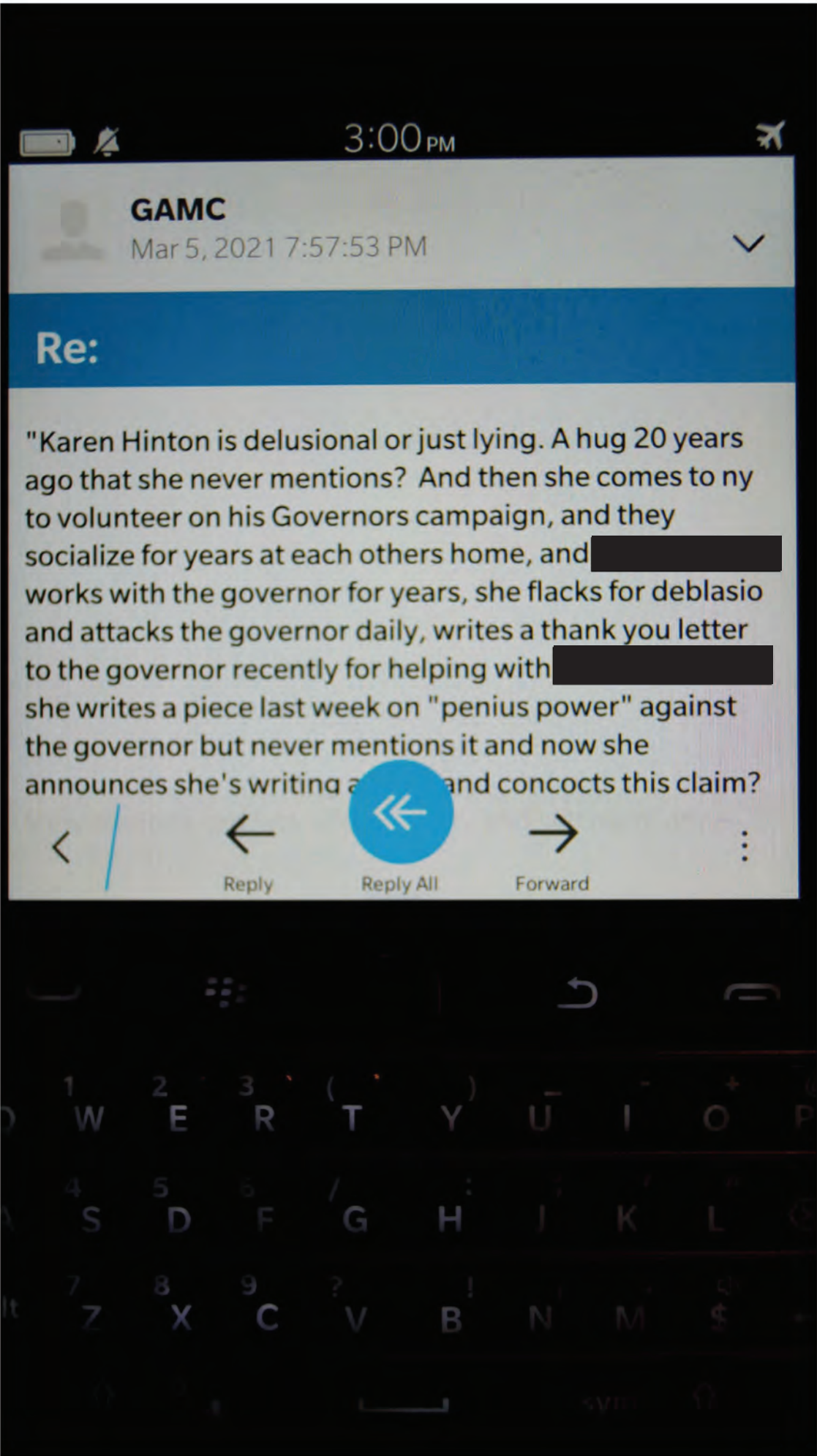


Reply

Reply All

Forward





GAMC
Mar 5, 2021 7:57:53 PM

Re:

"Karen Hinton is delusional or just lying. A hug 20 years ago that she never mentions? And then she comes to ny to volunteer on his Governors campaign, and they socialize for years at each others home, and [redacted] works with the governor for years, she flacks for deblasio and attacks the governor daily, writes a thank you letter to the governor recently for helping with [redacted] she writes a piece last week on "penius power" against the governor but never mentions it and now she announces she's writing a [redacted] and concocts this claim?"

< / Reply Reply All Forward

EXHIBIT
26

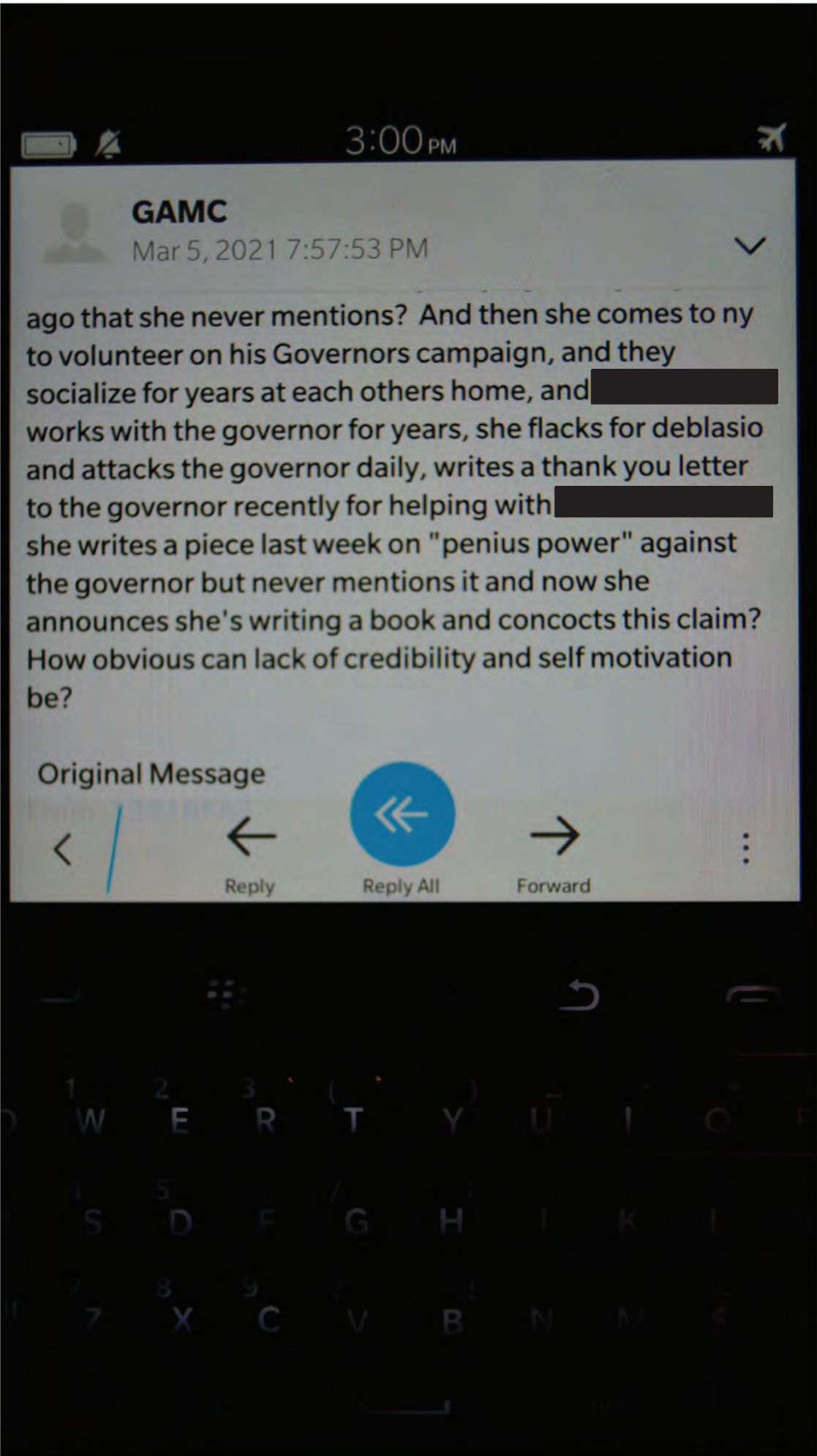


EXHIBIT
27

Redacted in Original Production

From: [REDACTED] Dani Lever
Timestamp: 2/12/2021 10:00:49 AM(UTC-5)
Source App: Native Messages
Body:
Reading the times now

From: [REDACTED] Jef Pollock
Timestamp: 2/12/2021 10:27:03 AM(UTC-5)
Source App: Native Messages
Body:
It doesn't move the ball at all. Same stuff.

From: [REDACTED] Dani Lever
Timestamp: 2/12/2021 11:01:48 AM(UTC-5)
Source App: Native Messages
Body:
And our stuff is in

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 1:22:37 PM(UTC-5)
Source App: Native Messages
Body:
Will the times take any context on background

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 1:34:10 PM(UTC-5)
Source App: Native Messages
Body:
Initial answer was no but he's talking with Dean

From: [REDACTED] Melissa DeRosa
Timestamp: 2/27/2021 1:34:40 PM(UTC-5)
Source App: Native Messages
Body:
Will he give us more time?

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 1:38:21 PM(UTC-5)
Source App: Native Messages
Body:
Per Dean Baquet it's a hard no to a background convo.
Will give us more time - we said probably another hour

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 1:41:10 PM(UTC-5)
Source App: Native Messages
Body:
Will they take context where they use the sense of your words without direct quotes

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 1:52:15 PM(UTC-5)
Source App: Native Messages
Body:
If it's a targeted thing like in response to the rape line then he will consider it and bring to Dean but no promises. I'll try a formulation and send to group

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 1:54:09 PM(UTC-5)
Source App: Native Messages
Body:
Gillibrand team is read in and understands

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 1:55:26 PM(UTC-5)
Source App: Native Messages
Body:
Just making sure the outreach is happening which to me is very important

From: [REDACTED] Josh Vlasto
Timestamp: 2/27/2021 1:55:41 PM(UTC-5)
Source App: Native Messages
Body:
Who is doing chuck?

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 1:55:46 PM(UTC-5)
Source App: Native Messages
Body:
You

From: [REDACTED] Josh Vlasto
Timestamp: 2/27/2021 1:55:53 PM(UTC-5)
Source App: Native Messages
Body:
ok

From: [REDACTED] Josh Vlasto
Timestamp: 2/27/2021 1:59:45 PM(UTC-5)
Source App: Native Messages
Body:
done

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 2:11:12 PM(UTC-5)
Source App: Native Messages
Body:
I don't love the word paternalistic

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 2:11:33 PM(UTC-5)
Source App: Native Messages
Body:
In the statement but Melissa he seemed pretty set on it- I think it sounds creepy retreading

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 2:11:39 PM(UTC-5)
Source App: Native Messages
Body:
Rereading

From: [REDACTED] Josh Vlasto
Timestamp: 2/27/2021 2:13:38 PM(UTC-5)
Source App: Native Messages
Body:
Agreed. It is the wrong word.

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 2:13:59 PM(UTC-5)
Source App: Native Messages
Body:
Oh I just said same.

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 2:14:12 PM(UTC-5)
Source App: Native Messages
Body:
It works if that word is a quote in the story otherwise it's strange

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 2:14:20 PM(UTC-5)
Source App: Native Messages
Body:
And should just be mentor

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 2:14:49 PM(UTC-5)
Source App: Native Messages
Body:
Yes

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 2:16:52 PM(UTC-5)
Source App: Native Messages

Body:

Is "reported" here a problem? She spoke to him on the record. It's not just being reported, these are her words. — "The last thing I would ever have wanted was to make her feel any of the things that are being reported."

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 2:27:55 PM(UTC-5)
Source App: Native Messages
Body:
I don't love that part but Chris/Andrew wanted in

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 3:16:51 PM(UTC-5)
Source App: Native Messages
Body:
What time is the story going live

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 3:17:01 PM(UTC-5)
Source App: Native Messages
Body:
I'm trying to plan out my drinking

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 3:17:21 PM(UTC-5)
Source App: Native Messages
Body:
He'll have a better sense of timing when he sees our responses.

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 4:05:12 PM(UTC-5)
Source App: Native Messages
Body:
Chris wants to make sure we have enough contrition in here

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 4:05:16 PM(UTC-5)
Source App: Native Messages
Body:
Do you think we do

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 4:10:33 PM(UTC-5)
Source App: Native Messages
Body:
Ok we do

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 4:42:13 PM(UTC-5)
Source App: Native Messages
Body:
Jesse said it'll play within the hour

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 4:42:20 PM(UTC-5)
Source App: Native Messages
Body:
Oh fuck

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 4:46:35 PM(UTC-5)
Source App: Native Messages
Body:
Ok my calls are done

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 4:47:19 PM(UTC-5)
Source App: Native Messages
Body:

I just called dnc

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 4:47:21 PM(UTC-5)
Source App: Native Messages
Body:
They're good

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 4:47:34 PM(UTC-5)
Source App: Native Messages
Body:
They asked if we have talked to wh yet

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 5:05:48 PM(UTC-5)
Source App: Native Messages
Body:
Jesse now saying next 30 min

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 5:07:33 PM(UTC-5)
Source App: Native Messages
Body:
Do you have media monitors who circulate clips and notable tweets

From: [REDACTED] Melissa DeRosa
Timestamp: 2/27/2021 5:10:01 PM(UTC-5)
Source App: Native Messages
Body:
Peter is statement teed up?

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 5:10:12 PM(UTC-5)
Source App: Native Messages
Body:
Yes

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 5:15:16 PM(UTC-5)
Source App: Native Messages
Body:
Did u get wh

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 5:29:58 PM(UTC-5)
Source App: Native Messages
Body:
Did we hit times up

From: [REDACTED] Melissa DeRosa
Timestamp: 2/27/2021 5:30:04 PM(UTC-5)
Source App: Native Messages
Body:
Yes

From: [REDACTED] Melissa DeRosa
Timestamp: 2/27/2021 5:30:07 PM(UTC-5)
Source App: Native Messages
Body:
I got times up

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 5:38:52 PM(UTC-5)
Source App: Native Messages
Body:
Cracked open a claw

From: Peter Ajemian \$!<Other>!\$_ (owner)

Timestamp: 2/27/2021 5:44:15 PM(UTC-5)
Source App: Native Messages
Body:
by 630 now he's guessing

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From: [REDACTED] Melissa DeRosa
Timestamp: 2/27/2021 5:46:30 PM(UTC-5)
Source App: Native Messages
Body:
Peter can u get that context in on Hamilton

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 5:47:33 PM(UTC-5)
Source App: Native Messages
Body:
Ok- not before 630? I need to make a few calls to love ones before I overdose on white claws and pills

From: [REDACTED] Josh Vlasto
Timestamp: 2/27/2021 5:59:56 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: chats\Native
Messages [REDACTED]@yahoo.com\attachments1525_Library_SMS_Attach_1_46_06_AFCA36_1_DBA
B63_1
Body:
<https://twitter.com/joeborellinyc/status/1365795578425335812?s=10>

From: [REDACTED] Rich Azzopardi
Timestamp: 2/27/2021 6:15:54 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: chats\Native
Messages [REDACTED]@yahoo.com\attachments1525_Library_SMS_Attach_1_e9_09_9D0835_1_593B
B0_1
#2: files\Image\29FCFA48-1F86-4D2B-82B1-81F9EDCC2D76.pluginPayloadAttachment
Body:
<https://twitter.com/nytimes/status/1365802415371522049?s=21>

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 6:16:08 PM(UTC-5)
Source App: Native Messages
Body:
Rich don't scare us

From: [REDACTED] Josh Vlasto
Timestamp: 2/27/2021 6:16:44 PM(UTC-5)
Source App: Native Messages
Body:
We're next I imagine

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 6:17:14 PM(UTC-5)
Source App: Native Messages
Body:
i had a heart attack

From: [REDACTED] Lis Smith

Timestamp: 2/27/2021 6:26:39 PM(UTC-5)

Source App: Native Messages

Body:

I have the times tweets on auto sor

From: [REDACTED] Lis Smith

Timestamp: 2/27/2021 6:26:44 PM(UTC-5)

Source App: Native Messages

Attachments:

#1: chats\Native

Messages [REDACTED]@yahoo.com\attachments1525_Library_SMS_Attach_1_77_07_9188F0_1_9C3C98_1

#2: chats\Native

Messages [REDACTED]@yahoo.com\attachments1525_Library_SMS_Attach_1_cc_12_47A2C4_1_7CF1C1_1

Body:

<https://twitter.com/jessemckinley/status/1365805490194812928?s=21>

From: [REDACTED] Dani Lever

Timestamp: 2/27/2021 6:27:23 PM(UTC-5)

Source App: Native Messages

Body:

She posed for a photo

From: [REDACTED] Melissa DeRosa

Timestamp: 2/27/2021 6:30:01 PM(UTC-5)

Source App: Native Messages

Body:

Peter blast statement

From: [REDACTED] Lis Smith

Timestamp: 2/27/2021 6:36:01 PM(UTC-5)

Source App: Native Messages

Body:

I need statement

From: [REDACTED] Lis Smith

Timestamp: 2/27/2021 6:36:07 PM(UTC-5)

Source App: Native Messages

Body:

Barbara Jones stuff is buried

From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 2/27/2021 6:39:39 PM(UTC-5)

Source App: Native Messages

Body:

It's out

From: [REDACTED] Lis Smith

Timestamp: 2/27/2021 6:40:05 PM(UTC-5)

Source App: Native Messages

Body:

Can u fwd to my Gmail

From: [REDACTED] Melissa DeRosa

Timestamp: 2/27/2021 6:40:13 PM(UTC-5)

Source App: Native Messages

Body:

We should put headline

From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 2/27/2021 6:40:14 PM(UTC-5)

Source App: Native Messages

Body:

Done

From: [REDACTED] Melissa DeRosa

Timestamp: 2/27/2021 6:40:20 PM(UTC-5)

Source App: Native Messages

Body:
W Barbara Jones

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 6:40:29 PM(UTC-5)
Source App: Native Messages
Body:
It's already out

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 6:40:39 PM(UTC-5)
Source App: Native Messages
Body:
Blast email from times does highlight it

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 6:40:43 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: files\Image\IMG_0771.jpeg
Body:

From: [REDACTED] Josh Vlasto
Timestamp: 2/27/2021 6:44:09 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: chats\Native
Messages_[REDACTED]@yahoo.com\attachments1525_Library_SMS_Attach_1_11_01_889ADB_1_F652
5E_1
Body:
<https://twitter.com/sallygold/status/1365809651623866368?s=10>

From: [REDACTED] Josh Vlasto
Timestamp: 2/27/2021 6:44:17 PM(UTC-5)
Source App: Native Messages
Body:
This to me isn't a bad reaction for us

From: [REDACTED] Josh Vlasto
Timestamp: 2/27/2021 6:44:26 PM(UTC-5)
Source App: Native Messages
Body:
Separating the two of them is a good thing

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 6:47:24 PM(UTC-5)
Source App: Native Messages
Body:
Agreed

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 6:47:33 PM(UTC-5)
Source App: Native Messages
Body:
What did stringer say

From: [REDACTED] Jef Pollock
Timestamp: 2/27/2021 6:48:35 PM(UTC-5)
Source App: Native Messages
Body:
Nothing of note

From: [REDACTED] Lis Smith
Timestamp: 2/27/2021 6:48:55 PM(UTC-5)
Source App: Native Messages
Body:
I'm hearing he and Maya are problems on this

From: [REDACTED] Lis Smith

Timestamp: 2/27/2021 6:49:00 PM(UTC-5)
Source App: Native Messages
Body:
Texting w Maya people

Redacted in Original Production

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:07:57 PM(UTC-5)
Source App: Native Messages
Body:
Alright so what are marching orders w reporters here

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:08:00 PM(UTC-5)
Source App: Native Messages
Body:
Like Chris smith

From: [REDACTED] Melissa DeRosa
Timestamp: 3/7/2021 5:08:52 PM(UTC-5)
Source App: Native Messages
Body:
Totally overblown

From: [REDACTED] Melissa DeRosa
Timestamp: 3/7/2021 5:09:10 PM(UTC-5)
Source App: Native Messages
Body:
150 people interviewed only thing found is a hug from 21 years ago

From: [REDACTED] Melissa DeRosa
Timestamp: 3/7/2021 5:09:18 PM(UTC-5)
Source App: Native Messages
Body:
The rest of this has jumped the shark

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:09:47 PM(UTC-5)
Source App: Native Messages

Body:
I think this allows us to get away from the icky shit

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:09:56 PM(UTC-5)
Source App: Native Messages
Body:
Just point to polls

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:09:59 PM(UTC-5)
Source App: Native Messages
Body:
Dems support him

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:10:03 PM(UTC-5)
Source App: Native Messages
Body:
Don't want him to resign

From: [REDACTED] Melissa DeRosa
Timestamp: 3/7/2021 5:10:06 PM(UTC-5)
Source App: Native Messages
Body:
In meantime gov is managing vaccine roll out and actively working on budget and just got NY the \$\$ we wanted from Biden

From: [REDACTED] Melissa DeRosa
Timestamp: 3/7/2021 5:10:10 PM(UTC-5)
Source App: Native Messages
Body:
And polls

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:10:19 PM(UTC-5)
Source App: Native Messages
Body:
Yes

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:10:30 PM(UTC-5)
Source App: Native Messages
Body:
And that he is gonna northam it

From: [REDACTED] Melissa DeRosa
Timestamp: 3/7/2021 5:10:37 PM(UTC-5)
Source App: Native Messages
Body:
Yes

From: [REDACTED] Melissa DeRosa
Timestamp: 3/7/2021 5:10:41 PM(UTC-5)
Source App: Native Messages
Body:
Not going anywhere

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:10:43 PM(UTC-5)
Source App: Native Messages
Body:
Bc now I feel like it's less about him being creepy at the office

From: [REDACTED] Lis Smith
Timestamp: 3/7/2021 5:10:53 PM(UTC-5)
Source App: Native Messages
Body:
And more about his inability to get things done in Albany

From: [REDACTED] Melissa DeRosa
Timestamp: 3/7/2021 5:11:13 PM(UTC-5)
Source App: Native Messages
Body:
Yes he'll be back out starting tomorrow

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 3/7/2021 5:14:08 PM(UTC-5)
Source App: Native Messages
Body:
He did contrite because that was the right thing to do, especially after Charlotte.
Then press/pois overplayed hand and real people think this is overblown, so now he's in fight mode -
which is like any day that ends in y for Andrew Cuomo.

From: [REDACTED] Melissa DeRosa
Timestamp: 3/7/2021 5:21:02 PM(UTC-5)
Source App: Native Messages
Body:
Yes

From: [REDACTED] Rich Azzopardi
Timestamp: 3/7/2021 5:21:52 PM(UTC-5)
Source App: Native Messages
Body:
Liked "He did contrite because that was the right thing to do, especially after Charlotte.
Then press/pois overplayed hand and real people think this is overblown, so now he's in fight mode -
which is like any day that ends in y for Andrew Cuomo. "

Redacted in Original Production

The Cruelty and the Casualties

[andrew cuomo](#) 11:38 A.M.

Abuse and Power

Andrew Cuomo's governorship has been defined by cruelty that disguised chronic mismanagement. Why was that celebrated for so long?

By [Rebecca Traister](#)

Governor Andrew Cuomo at a coronavirus briefing in April 2020. Photo: George Etheredge

EXHIBIT

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This article was featured in [One Great Story](#), New York's reading recommendation newsletter. [Sign up here](#) to get it nightly.

Joel Wertheimer took a job in Andrew Cuomo's administration in February 2017, straight from his position in Barack Obama's White House. He came on alongside almost 30 other new hires, many of whom had also worked for the outgoing president or on Hillary Clinton's campaign and were seeking a progressive professional path through the Trump years. Some saw New York State government as a bulwark against what they feared Trumpism would bring. Others hoped it could be a laboratory for ideas that might become a model for federal policy.

Early in their employment, a few of these staffers were invited to a party at the governor's mansion in Albany. Partway through the bash, there was a roast of Cuomo's top aide, Melissa DeRosa, then the chief of staff but soon to be promoted to secretary to the governor. The roast, said Wertheimer, entailed projecting photos of prominent state officials, "then asking Melissa if she knew their names, and her not knowing." The newcomers whispered and huddled together while everyone else laughed. "We were saying to each other, 'This is fucking weird,' " said one former staffer. "This was not ha-ha funny," Wertheimer explained. "This was, 'You guys are bad at your job!' And, 'You're mean!'"

Four years later, and one year after he began his star turn as "America's Governor," steering his state through COVID via daily, reassuringly matter-of-fact press briefings, Andrew Cuomo's third term as governor of New York is suddenly deeply imperiled. In January, State Attorney General Letitia James released a report showing that his administration had [underreported COVID deaths in nursing homes](#) by as much as 50 percent. In February, liberal State Assembly member Ron Kim, who had criticized the governor in the wake of that report, spoke publicly about how Cuomo called him at home and threatened his career. Then the floodgates opened: His adversary Mayor Bill de Blasio called the bullying "[classic Andrew Cuomo](#)"; state legislators Alessandra Biaggi and Yuh-Line Niou began openly suggesting that the governor's hard-knuckled approach to politics is simply abusive. And since last month, when Cuomo's former aide and candidate for Manhattan borough president, [Lindsey Boylan, published an article on Medium](#) accusing him of sexually harassing and kissing her against her will, [five more women have come forward](#) with tales of harassment, objectification, and inappropriate touching. As of publication, dozens of Democratic members of the State Assembly and Senate, and 11 Democratic members of Congress, have called for his resignation.

That Andrew Cuomo is being characterized by fellow Democratic politicians as a lecherous tyrant who empowers his staff to threaten and intimidate should not, in some ways, come as a surprise. During his decade as governor, he has often strutted his thuggish paternalism while his top aides disparaged those who challenged him. Two years ago, a Cuomo spokesman called three female state lawmakers in his party "fucking idiots." In 2013, Cuomo created the Moreland Commission to investigate public corruption, only to shut it down abruptly less than a year later amid allegations that he had obstructed its work; one of Cuomo's closest associates, Joe Percoco, is serving a six-year term in federal prison on bribery charges.

But until now, none of this left a lasting mark on the governor. If anything, it burnished his reputation: Cuomo was a bully, but he was *our* bully. Over the course of the past year, however, as he took his show national as [Governor Covid](#), the political dynamics in Cuomo's own state were shifting. Now, the venal toxicity that has buttressed his career has, at least temporarily, been exposed for what it is.

Though the multiple scandals erupting in Albany seem to toggle between sexualized harassment stories and evidence of mismanagement, what is emerging is in fact a single story: That through years of ruthless tactics, deployed both within his office and against anyone he perceived as an [adversary, critic, or competitor](#) for authority, Cuomo has fostered a culture that supported harassment, cruelty, and deception. And while some have continued to defend Cuomo's commitment to "creating the perception of strength," and his mastery of "brutalist political theater" (as Mayor de Blasio's former spokesman told the [New York Times](#) last month), his tough-guy routine has in fact worked to obscure governing failures; it is precisely what has permitted Cuomo and his administration to spend a decade being, to borrow Wertheimer's assessment, both mean and bad at their jobs. As one former Cuomo staffer told me, "The same attitude that emboldens you to target a 25-year-old also emboldens you to scrub a nursing-home report."

Cuomo's leadership style often confuses ruthlessness with greatness, abuse with strength. Interviews with dozens of former Cuomo employees and those who have worked with or adjacent to his administration reveal a governing institution that has been run, at times, like a cultish fraternity, and at others, like a high-school clique — a state executive chamber in which the maintenance of power, performance of pecking orders, and pursuit of competitive resentments matter as much as policy. As Wertheimer said of many of those who entered the Cuomo administration alongside him: "People came in, looked around, and did the Grampa Simpson meme; we just turned back around and left." Wertheimer quit seven months after he started. "It's this total toxic masculine bullshit that disguises a very poorly run place."

Cuomo and his top aide, Melissa DeRosa, this past summer. Photo: Lev Radin/Pacific Press/Getty Images

In 2016, Kaitlin, who asked that her last name not be published, was working 9-to-5 for a Democratic congressman and waiting tables nights and weekends in order to make rent and pay down student loans. In the fall, she was offered a job at a lobbying firm that paid her enough to cut back on waitressing to just weekends.

Six weeks after starting her new job, Kaitlin was working at a fund-raiser that her firm was hosting for Cuomo. As the governor left, he stopped to greet staffers of the event; when he approached Kaitlin, she introduced herself and told him that she used to work for a politician. To her surprise and confusion, he replied that she would soon be back in government, this time at the state level. “Then he grabbed me in a kind of dance pose,” she said, while a photographer snapped a picture. “I was thinking, *This is the weirdest interaction I’ve ever had in my life* ... I was like, *Don’t touch me*. Everybody was watching.” Kaitlin recalled feeling uncomfortable and embarrassed in front of her new colleagues — “my whole team of people I’d just met” — who gathered around her after Cuomo walked away, joking “Oh, the governor likes you.”

That same week, Kaitlin received a voice-mail from Cuomo’s office asking her to interview for a job. She had not provided his representatives with contact information; they had found her on their own. She disclosed this to her new bosses, who understood her discomfort but explained that he was the governor and that she would have to take the meeting. When Kaitlin turned to several of her former supervisors and mentors for advice, they repeated the same, explaining that, professionally, she had no choice but to go to the interview and take the job he offered her.

“We all knew that this was only because of what I looked like,” said Kaitlin. “Why else would you ask someone to come in two days after you had a two-minute interaction at a party?”

Once she started, Kaitlin said, there wasn’t much direction about what she was supposed to do, except to “be a sponge,” learn from senior women in the office, and react to the governor’s capricious moods. Some mornings, Kaitlin would hear her BlackBerry ping with the message that Cuomo had left his Mount Kisco home earlier than scheduled; she would have to rush out of the shower to sprint — with wet hair, in heels — across town to be at the Manhattan office, at 633 Third Avenue, when he arrived. On those mornings, he would comment on why she didn’t look put together. “ ‘You decided not to get ready today?’ Or, ‘You didn’t put makeup on today?’ ”

In speaking with 30 women about their experiences with Cuomo, almost all who worked for him commented on the extreme pressure applied by both the governor and his top female aides to dress well and expensively; some were told explicitly by senior staff that they had to wear heels whenever he was around. Kaitlin was still paying off her student loans. “I did what I could with my clothes,” she said,

“and it wasn’t good enough for them. I didn’t have designer stuff.” She remembered wearing a red plaid Gap button-down shirt she’d thought was cute, but the governor remarked that she looked “like a lumberjack.” (According to a Cuomo spokesperson, “There is not now, nor has there ever been, an expectation to wear certain clothing or high heels.”)

The governor never touched Kaitlin inappropriately or made any explicit sexual overtures, she said, but his reactions would sometimes make her feel self-conscious, such as when she asked him if he wanted her personal cell-phone number: “I thought that was a normal thing to offer your boss,” she said, but he behaved as if she’d come on to him. Like other women who have come forward, she remembered him asking questions about her dating life. Once, in Albany, he brought her in to show her a room adjacent to his office; it was cold, and he was standing very close to her in a way that made her feel so profoundly uncomfortable that she remembers shaking.

On a different day, in Manhattan, Cuomo asked her to come into his office and look up car parts on eBay. “He sat at his desk and angled his chair around.” It was a tight space, with Kaitlin standing between the seated governor and the computer he was asking her to work on. “So I was standing there, in a skirt and heels, having to bend over his computer, with him looking at me, and me looking up car parts.” (In response, Cuomo’s spokesperson noted: “The governor is notoriously technologically inept — male and female staffers have for years assisted the governor with his computer.”)

Not long after she started, she said, Cuomo’s people rented out Dorrian’s for a Super Bowl party. At the end of the night, after the bar opened to the public, Cuomo was sitting in the back room talking to a young woman with a dove tattooed on her hand. At a staff meeting the next morning, Kaitlin said, Cuomo asked his aides to find the woman with the dove tattoo and to consider offering her a job. Kaitlin described the uncanny realization that this was likely how it had gone the morning after she’d met him.

After every public event, Kaitlin sorted through photographs of Cuomo posing with guests, selecting images to which he would append personal notes. She said he always paid special attention to pictures of himself with pretty women. If he didn’t like how he looked in them, he would yell at Kaitlin. “I got screamed at for a lot of bad photos,” she told me.

Kaitlin described a culture in which dishonest power plays were frequent. The phones at the office had push-tone keys that would stick, and sometimes she’d

lose a call as she transferred it. She recalled that Cuomo once said, “You can’t figure out the fucking phones — I’m going to end your career.” Miserable, Kaitlin began to consider how she might get out. It was widely rumored the Cuomo administration would impede one’s efforts to find a new job and could get an offer rescinded. “I can’t tell anybody,” Kaitlin says she thought at that time. “But I couldn’t keep doing what I was doing. I’d cry all the time. I thought I didn’t know how to do anything anymore — not even basic life skills.”

Kaitlin did not know whether her experience with Cuomo met the legal definition of sexual harassment, though she did feel that she had been “verbally and mentally abused by him and his staff” and said that she has described the work style — to friends and a therapist — “as a form of coercive control.” When she finally interviewed for a job at the state authority where she now works, she cried.

Over the past few weeks, there has been a slow drip of reporting on Cuomo’s allegedly inappropriate behavior toward women: 25-year-old [Charlotte Bennett](#) told the *Times* that this summer, when she was working for him, he made invasive comments about her experience of sexual assault and suggestively asked whether she would date older men; Anna Ruch recalled him touching her back, grabbing her cheeks and asking if he could kiss her at a wedding; a recently resurfaced video shows Cuomo summoning a television reporter to his table at the 2016 New York State Fair and urging her to “eat the whole sausage,” joking as she takes a selfie of them with a sandwich, “There’s too much sausage in that picture”; most recently, an unnamed Albany staffer has lodged a complaint that the governor put his hand up her shirt after she was called to the governor’s mansion to help him with an IT problem (that complaint has now been referred to the Albany police).





The stream of stories has been both upsetting and disorienting. Some of the reports are clear cut. Others have attempted to force stories of discrimination and misconduct into the rubric of sexual harassment via a blunt tallying of violations that are graded on a scale: a kiss on lips or cheeks; an inappropriate touch at work or at a wedding; a hand on a shoulder or [the small of a back](#). More than three years after the reporting on Harvey Weinstein's violent predation and [the reckoning it provoked](#), we have been conditioned to draw bright lines around certain inarguably bad actions. This has led to a revolutionary shift in workplace culture, ending the careers of many powerful people who had abused women (and men) with impunity, while fundamentally changing our language and understanding of professional misconduct. Still, the very extremity of bad

behavior exposed in the wake of Weinstein has, ironically, limited the conversation around workplace harassment. We are sometimes too quick to apply flat metrics to judge isolated incidents, and thereby miss the opportunity to fully assess and address the harm, inequity, and discrimination that happens on a subtler, but no less pervasive, scale.

Cuomo's treatment of some of the young women who worked for and around him demonstrated a kind of diminishment and tokenization that may take a sexualized form, and may involve objectification and flirtation, but which didn't always entail explicitly sexualized contact or connection. In fact, Cuomo may be a textbook example of how sexual harassment, like sexual assault, isn't about sex at all; it's about power. In Cuomo's case, it was one manifestation of his obsession with performing dominance, emphasizing the gulf of authority between the governor and those around him, making himself feel big and conveying to others that they were small.

[Ana Liss, 35, who told *The Wall Street Journal*](#) of her experiences of feeling devalued by Cuomo, entered his administration fresh from her beloved hometown of Rochester in 2013, full of "Pollyanna thinking," she said, about how to make her state a better place. On one of her first days on the job, she told me, Cuomo approached her and asked, "Do you have a boyfriend?"

He came up with nicknames for her — "Sparky," "Blondie," "Sweetheart," and "Honey" — and, she said, "he was just flirtatious." (Boylan has also claimed the governor called her by the name of a rumored ex-girlfriend he said she resembled; Kaitlin said he called her "Sponge.") Liss remembered an executive assistant in Cuomo's office, someone who had worked in the capital for decades, once telling her, "He thinks you're cute; the governor likes you."

She did find it odd, she said, that "there was nobody that was unattractive. I felt like I was in *Stepford Wives* but with younger women. His briefers were always beautiful, leggy young women right out of college." The same executive assistant advised her, she said, that "when the governor is here, you need to look really good."

During her two-year tenure, Liss was asked to participate in certain special events: a Father's Day party the year Mario Cuomo died and a "pinning ceremony" at the governor's mansion. She was given a state trooper's card and a badge that said EXECUTIVE CHAMBER. She tried to tell herself these trinkets and invitations were merit-based. But, Liss said, "I did know in my heart of hearts that it's because the governor thinks I'm cute." At parties, when Cuomo would

put his hand on her back, she was always torn, she said: “On the one hand, I was like, *Wow, look at me*; then I felt gross about it. I didn’t know if he actually even knew my name. He just thought I looked good in that dress.”

At the time, Liss didn’t think of these experiences as sexual harassment. She still values her mementos: the pin, the badge, the card, and a duffel bag from that Father’s Day party emblazoned with the words CUOMO 52 AND 56. But the governor’s coy remarks during their time working together often left her unsure of what to do or say. “When he looked at you — you know that scene in *Jurassic Park* when the *Tyrannosaurus rex* peeks into the car? It was like that.”

Liss became depressed, lost weight. “I felt gross, like I was just an ornament.” She said that she had “never felt more depleted by the male gaze” than the time she spent in Albany. “Melissa DeRosa had Louboutins, and there were legs everywhere, and I just felt stupid. I was living in a place that was full of people who were mean and predatory. It ground me down to the lowest point of my life, like I was a piece of nothing and my career was going nowhere.”







Brute white patriarchy has been a political norm since the beginning of American politics. New York City, New York State, and the United States of America share rich histories of installing hot-tempered white men in positions of political power and too often seeking comfort in them in moments of crisis or fear. I remember liberal peers talking about the sudden affection they felt for our deranged, fascist then-mayor in the wake of 9/11; I thought a lot about that last spring, when many were describing themselves as “Cuomosexuals.”

Cuomo is an American patriarch connected to a long line of American patriarchs: He is the son of a three-term governor, brother of a CNN anchor; he was married to and had three children with Kerry Kennedy, the daughter of the late New York senator and U.S. attorney general Robert Kennedy, niece of President John Kennedy and Senator Ted Kennedy. He later had a long partnership with Sandra Lee, whose “Semi-Homemade” brand began with a deal at Miramax in 2002; in 2016, Lee [described](#) Harvey Weinstein as “the original ‘Magic Man’ ” and “a catalyst to my career.”

Though Cuomo hasn't been accused of anything like the violent crimes that Weinstein committed, he shares other traits with the [now-imprisoned movie producer](#). For years, Weinstein's famously bad temper and difficult workplace demeanor were understood simply as quirky symptoms of his genius, somehow permissible because everyone knew about them and no one did anything about them; it was just "Harvey being Harvey." Cuomo's behavior has also long been excused as Andrew being Andrew; just a powerful man being powerful. Like Weinstein, Cuomo regularly has people yell for him, including a phalanx of senior women whom he uses as a defensive feminist shield, making sure to note in his first news conference after the allegations that "we have more senior women in this administration than probably any administration in history."

But like the women Harvey empowered at his movie companies, many high up in Cuomo's employ repeat and amplify the kinds of abuses that begin with the boss. Most people I spoke to about their relationships with the governor have memories of being yelled at, threatened, or insulted by senior female colleagues, including Benton, Linda Laceywell, and especially Melissa DeRosa.

Powerful white women have often benefited from, and thus worked to uphold, abusive patriarchal power systems. DeRosa might be a perfect specimen. She is, those who have worked for and alongside her say, the person who has most absorbed from the governor his talent for ferocity and is eerily skilled at conveying his presence and asserting dominance over whomever she's dealing with.

Like her boss, she often does this under the guise of girl power. Both Cuomo and DeRosa, who heads New York's Council on Women and Girls, regularly wield feminist language as a cudgel against feminist critics. On March 8, DeRosa took to Twitter to tout Cuomo's high approval ratings with women as defense against allegations of harassment. And at the briefing when Cuomo first addressed harassment claims, DeRosa was at his side, spouting a word cloud of pseudo-feminist obfuscation about the administration's work to "further women's rights, to expand protections for women in the workplace, maternal health, reproductive health" (claims complicated by the administration's cuts to Medicaid eligibility and long delays in [pushing through the Reproductive Health Act](#)). She touted the number of women appointed to senior staff, claiming that "we've promoted each other and we've supported one another."

But many women who worked with DeRosa recalled her as the opposite of supportive, describing her instead as territorial and unkind. When Kaitlin arrived

at Cuomo's offices, she said, the senior women "didn't like that the governor liked me" and that Cuomo seemed to take pleasure in this. "He would ask, 'How are the mean girls?'" she said. One male staff member told me, "If you weren't in the Melissa, Jill, and Stephanie crew, you didn't really exist." Another woman described an instance in the ladies' room, "when Melissa looked at me; I could not have felt like less of a human being."

In March 2019, Camille Rivera, former political director of the Retail, Wholesale and Department Store Union, who had a cordial — if delicate — relationship with the administration, was growing irritated by what she viewed as Cuomo adviser Rich Azzopardi's habit of publicly directing vitriol toward women. When she saw him belittling Andrea Stewart-Cousins on Twitter, she lost patience and replied, " 'This is what happens with men of white privilege; someone else would have been called out for attacking the majority leader of the Senate, who is a Black woman.' "

It was not long before she heard from DeRosa, screaming at her to take her tweet down. The fight got so intense, Rivera said, that DeRosa was yelling, " 'What are you going to do about it?' and I was like, 'You're the one with the black Suburban; you come over here and tell me what you're going to do about it.' " In the midst of their argument, Rivera got a call from her boss, who was in Europe and extremely confused about why he was getting angry calls from high-level state officials. (They agreed that the tweet wasn't worth it; she took it down.) When asked about this event, DeRosa said, "I was defending a staff member who was doing his job and was being maligned. It's well known I've had plenty of tough conversations with men and women over the years, and to attempt to somehow paint this as gendered is demonstrably false."

The administration still seems unaware of the irony: The very point Rivera had been making about Azzopardi — that his white male privilege insulated him from repercussion when he attacked women of color — was proved by the wrath the administration brought down on Rivera, a woman of color.

In 2015, Camonghne Felix was a 23-year-old activist and poet, trying to figure out how to make change in the world after her work with Occupy Wall Street and Black Lives Matter, when a friend told her that the governor was looking to hire a speechwriter who had a background in poetry. Felix imagined that her organizing background would kill her chances.

But [Mario Cuomo had recently died](#), and one of his most famous proclamations had been that you "campaign in poetry; you govern in prose." His son, mourning

a father whose legacy he has long been obsessed with besting, wanted poetry. Felix was told she would be hired within 24 hours of her interview. “I probably wrote about 30 speeches or sets of remarks for him, and I think he used one,” she says now. “My desk was close to his office. He loved to see me, but he didn’t listen to a single word I ever said.”

Felix was the first Black woman to work as a speechwriter for Cuomo and was the only Black person on the press team, where she later worked in communications after accepting that he was never going to use her speeches. “It’s a very subtle form of racialized abuse,” she said. “You know I am beneficial to you. I fill a quota. It looks good on paper, and we made sure to put press releases out. But you don’t intend to incorporate me into government. You just like to show me to people.”

Partway through her tenure, Felix got a new boss, a man she said was treated horribly by his superiors. One day, Felix made a mistake on a press release. “He called me and said, ‘What the fuck is wrong with you? How fucking could you?’ The first thing I thought was, *Oh, this must be how Cuomo talks to him*. Because it didn’t even make sense. It didn’t seem natural to this guy. Like, *I don’t know where you got all that bass in your voice.*”

“Azzopardi, Melissa ... it’s like he inhabits them,” said Bill Lipton, a founder of the Working Families Party. “When they call, you can feel his presence. They’re screaming at you, and either he’s right there or you can feel that he’s just yelled at them and they’re giving it to you.” When asked to provide comment on the claims made in this article, Azzopardi, their spokesperson, responded, “There is no secret these are tough jobs, and the work is demanding, but we have a top-tier team with many employees who have been here for years and many others who have left and returned because they know the work we do matters.”

Felix believed that in certain instances, Cuomo — and certainly the people who worked for him — had good ideas. “But you were never able to implement any of them because the culture within his staff was so violent and corrosive that people can’t get anything done without cheating, without cruelty, without bribery.” Days before news broke that [Cuomo’s staff had altered the nursing-homes report](#), Felix had observed to me: “You have to imagine that people do bad things, corrupt things, because they feel like they don’t have a choice. There’s so much fear all the time. That’s bad because it stops not just progress; it stops government from efficient governing.”

“It’s how you are groomed to do the job,” another longtime administration veteran told me. “If you need to publicly shame someone, that’s okay. If you need to berate someone in front of their peers, that’s acceptable.” She described the explicit ethos as: “Either you can win, or you can lose.”

For Cuomo, many people told me, a big part of winning means lying. “I was taught that it was totally fine to lie,” said Ana Liss. “Even as a peon, I was part of some of the lies and mischaracterization.” After the story of the nursing-home scandal broke, DeRosa was caught on tape acknowledging that data had been hidden to avoid attacks from the Trump administration, and subsequent reporting has shown that she and two of Cuomo’s other close advisers purposefully altered documents to obscure the truth.

“He makes things up like I’ve never seen anyone do before,” said Lipton. “He makes people who disagree with him feel like they’re crazy.” It’s a pattern that — like his narcissism, theatrical bombast, love of cameras, hatred of “experts,” and the fact that, as one national reporter who covered him said, “I don’t think he believes in much, except that he wants to be powerful” — makes Cuomo not the anti-Trump that many imagined him, but rather the 45th president’s Democratic twin. Or, as one person put it to me, they are “the same person” but for “two major exceptions: Fred Trump was Donald Trump’s father, and Mario Cuomo was Andrew Cuomo’s father.”

Cuomo’s Jedi Mind Trick approach to public narrative undergirds his ongoing feud with [New York’s WFP](#). The minor party — which is allowed to cross-endorse candidates, creating pressure from the left without having to run spoilers — has been critical of Cuomo since his first term, when, after running as a progressive, he enacted corporate-friendly economic policy, obstructed Mayor de Blasio’s attempt to tax the city’s wealthiest residents, capped property taxes at 2 percent, and, many of his critics alleged, tacitly allied with state Republicans and the Democratic Independent Conference (IDC), a cabal of conservative Democrats, to keep the State Legislature out of Democratic control. It was an arrangement that — along with the tax caps that kept shrinking the state’s budget — permitted Cuomo to blame the stagnation of progressive initiatives on a snarled Legislature. (Cuomo has long denied that he supported either Republican or IDC control of the Legislature).

In 2014, after almost endorsing his primary opponent, Zephyr Teachout, the WFP cut a deal with Cuomo in which, in exchange for their support, he promised that he’d work to dissolve the IDC, raise the minimum wage, make the Dream Act

state law, and expand abortion access in the state. But he simply didn't follow through on his vows, and in the wake of the WFP's endorsement, he acted like he'd landed a knockout punch rather than submitted to an agreement, telling a reporter, "You either win or you lose, and I won." Cuomo then launched his own minor party, naming it the Women's Equality Party, or WEP, perhaps to confuse voters and sap power from the WFP. Though the WEP endorsed Cuomo over Teachout (a woman) and would in 2018 endorse him over [Cynthia Nixon](#) (also a woman), it branded itself as committed to women's equality by commandeering a pink-striped bus.

When, in 2018, the WFP supported a group of candidates, many of them young, many female, many candidates of color, who finally defeated the IDC and put the Legislature back in Democratic hands, Cuomo responded by raising the threshold of votes that a minor party needs to stay on the ballot. "When we elected a new class of leaders who had a very different orientation to power," said Sochie Nnaemeka, director of the WFP, "the governor struck back by trying to kill the party."

It didn't work. The 2018 cycle would mark a turning point in Cuomo's ability to terrify his would-be challengers into silence and submission.

In 2016, [Alessandra Biaggi](#), a lawyer who had interned for Joe Crowley, worked on the Clinton campaign, and was the granddaughter of the late New York congressman Mario Biaggi, took a job for Cuomo's then-chief counsel, Alphonso David. She entered the administration, she said, thinking, "*I'm a lawyer for the governor of New York, now the progressive beacon of the world.*"

Within a couple of weeks of joining the administration, she was at a party at the governor's mansion. "The governor comes over to me and grabs my elbow," she said. "He didn't say 'Welcome' or 'Thank you for being here.' He said 'Nice dance moves' and walked away." The male colleague standing next to her said, "'What the fuck was that?'"

Biaggi said that she did not feel in that moment that she was being sexually harassed. "I just felt like it was so weird. That was my first interaction with him, and I didn't know what to think except, *Okay, this is the governor of New York, and I am here to do my job.*"

The job was a lot less beacon-of-progressivism-y than Biaggi had anticipated. She was focused on an immigration bill and on the Reproductive Health Act, which would codify *Roe v. Wade* as state law and expand access to abortion care. Biaggi

and others believed that the law was finally going to pass in the wake of Trump's victory; it was never even brought to the floor. At the time, she couldn't quite figure out why. "Part of what makes Cuomo powerful," she said, "is that there's no information sharing. It allows him to evade responsibility; nobody really knows what's going on."

Biaggi said she asked her boss about it. "I remember Alphonso saying, 'Yeah, you know, that's Albany.'" She was put off by what she saw as a sluggish disconnect from the urgency of the moment, especially within an administration that was supposedly mounting vigorous opposition to Trumpism. "Every day, Donald Trump was pushing some executive order and no one in this office was taking it seriously," said Biaggi. "They were yanking around all the advocates and pretending to care, but nothing ever got anywhere. It was just showmanship, the veneer of governance."

After learning more about the IDC, led by Jeff Klein, the conservative Democrat who had also been accused of sexual harassment by a staffer (a claim he denies), Biaggi had coffee with Mike Gianaris, a Democratic state senator who was understood by members of the administration to be strategizing to unseat the IDC. They discussed the possibility of Biaggi running against Klein. "I was full of rage after 2016, Trump being president, Hillary losing. I was dying to use my brain to do good work."

When members of the administration found out about the coffee, they did not respond warmly. Biaggi's boss, she said, called her 20 times in a single weekend, quizzing her aggressively about her coffee with Gianaris. "The incessantness of the calls was scary," she said. Then, in a Monday meeting, she remembered, her colleagues laughed at the idea of her challenging Klein. "I swear to God that was the moment when I was like, *I don't care, I'm running.*" (David does not recall making 20 calls in one weekend.)

After leaving Cuomo's office to launch her campaign, Biaggi didn't see the governor until August 2018, when they both attended a wedding. "He says 'Hi, Alessandra,' pulls me in, and kisses my head twice and then my eye. He's holding on to my arm, and he looks at my fiancé and says, 'Are you jealous?'" Again, Biaggi said, "I didn't feel sexually harassed. I felt like he was trying to make me feel uncomfortable, to disarm me."

Biaggi won her primary against Klein in September 2018; she didn't hear from Cuomo. But on the day before the general election, she got a call from his office, telling her that the governor wanted to see her. Biaggi brought two campaign

staffers along with her, but Cuomo's staff did not permit them to accompany her into the room, where he was sitting with DeRosa. Biaggi said that most of her conversation with Cuomo was normal and nice, until the end when "his whole demeanor changed and he sat back in his chair, looked at me, and said, 'Tell me again how your grandfather's career ended?'"

Mario Biaggi's career ended with a 26-month prison term for having accepted an illegal gratuity and obstructing justice. Thirty years later, his granddaughter said she stared at the governor of New York and willed herself not to "freak out, because he wants you to freak out." Biaggi felt sure that Cuomo had been conveying a threat, though its specific contours were confusing. "What is he telling me? That he's going to send me to prison? That he's so powerful he could end my career?"

Texts sent from Cuomo aide Melissa DeRosa to State Senator Alessandra Biaggi on May 23, 2020 demonstrate a culture of bullying and harassment. Of this exchange, DeRosa says: "The pandemic was a very stressful time for everyone involved and yes, I was very frustrated."

The sheer amount of interpersonal drama, anxiety, and rancor that former Cuomo staffers described was wholly exhausting, like something from *The Devil Wears Prada*.

Multiple people told me that they began therapy and antidepressants for the first time in their lives while working for Cuomo. Ana Liss said that she "started pursuing mental-health services when I was there because I thought I was going crazy. My parents thought I was going nuts. I was angry and crying all the time, and I went on Lexapro." At one point, she said, "I did call in to a suicide hotline because I felt like such a friggin' nobody."

On December 31, Cuomo lavishly opened Moynihan Train Hall; the \$1.6 billion conversion of the former post office had been overseen by Michael Evans, who had faced steadily mounting pressure to finish it and who took his own life in March 2020. Evans' partner, Brian Lutz, told me that "it would be unfair to lay all of the blame for Michael's death at the feet of Andrew Cuomo. Michael made a lot of choices over the course of his life that served as kindling, but Governor Cuomo and his administration lit the match." The governor, Lutz said, caused his late partner "psychological terror" and made him feel "constantly afraid." In some of the last texts of his life, Lutz said, Michael told him that he was "afraid they would destroy his career." (A Cuomo spokesperson responded that Evans had met directly with Cuomo five times in the three years before his death, cited

appreciative statements made by the governor at the Moynihan Hall, and noted that “he has a plaque in his honor at the station.”)

Those beaten down by the vicious workplace were also depressed that none of their misery was in service of effective governance or better policy. In fact, many told me, there was little interest in policy. “It was policy-making like paint-by-numbers,” said one former staffer. “The goal was superficial, as opposed to changing people’s lives. It was heartbreaking.” That didn’t mean that policy didn’t get enacted, she said, but it was second to and in service of optics. “Someone from the inner circle would call and say, ‘The governor wants to go to Orange County. What can we announce?’ ”

Wertheimer, who put together the governor’s daily briefing book and said that Cuomo rarely even read policy memos, agreed. Cuomo and his senior staff were obsessed, said several sources, with the annual “State of the State” book, which showcased task forces, pilot programs, and funding commitments, some of which were only tenuously rooted in reality. “The whole endeavor seemed to be about size,” said one person who worked on it. “Like if you have a big book, it shows you’re going to do a lot of things.” She said that the notion that “governing was about solving problems and making people’s lives better was not what drove people inside that building ... but when you objected to the shoddiness of a job or refused to do something unethical, it was because you couldn’t hang. I was like, *Fuck you. It’s not that I can’t hang. It’s that you all are terrible people.*”

The idea that you had to be able to submit to abuse in order to work with New York’s executive branch drove out not just staffers but external experts. Andy Byford, the British transportation guru hired in 2018 to update New York City’s crumbling subway system, left just two years later, making it clear that Cuomo had made the job impossible. “I was not going to be allowed to get done what needed to be done,” he told the press at the time. “I just would not accept the fact that my people were being yelled at.”

One former staffer who worked in the administration described a morning on which she’d been awakened at six; she spent the workday, till 11 p.m., too afraid to leave her computer “even to eat or go to the bathroom,” getting steadily castigated over email by DeRosa. A week later, she said, DeRosa came into the office “and introduced herself for the fourth time. I had worked with her for two years at that point.”

Not knowing people’s names wasn’t just incompetence; it was another signal of dominance. When Cuomo ran against progressive law professor Zephyr Teachout

in 2014, he pointedly refused to say her name, make eye contact, or shake her hand at a parade. “It’s embarrassing to have somebody treat you like that, like you don’t exist,” Teachout told me.

It often worked, instilling a conviction in many that they had no worth and that therefore there would be no point in fighting back or speaking out. Most people who spoke for this story told me that they were hesitant to come forward precisely because they could imagine how their accounts would be rebutted by the administration: that no one remembered that they’d even existed. Some who worried about this were staffers who’d worked alongside DeRosa and Cuomo every day for years.

This was how people in the administration were taught to behave, said Camonghne Felix. “You had to subjugate someone.” These are, of course, the strategies that reinforce capitalism and brutal political regimes: Authority is created and strengthened through the diminishment and depletion of others. Too often, those in power wind up spending more time performing muscularity than actually doing whatever it is they’re supposed to be dominant at doing. As Felix said, “The state gets trapped in this cyclical nonsense. You look up and see that nothing is getting done. And not only that: Things are getting broken.”

Protesters in front of Cuomo’s Manhattan office on March 2. Photo: Brittainy Newman/AP/Shutterstock

How could so much of Cuomo’s bad behavior have remained normalized, even admired, through three terms? He has stayed extremely popular with the public, his approval soaring through COVID. Even some of his harshest critics are careful to acknowledge good things about him, mentioning the legalization of same-sex marriage, his work to protect nail-salon workers, an early expansion of Medicaid to undocumented immigrants (he has since pushed punishing cuts to eligibility). Others commend him for closing multiple prisons and his willingness to raise the minimum wage.

But critics point out that many of his accomplishments — including the minimum-wage hike, the eventual passage of the Reproductive Health Act, and his investment in offshore wind — only happened after years of delay, where Cuomo himself played obstructionist as people and the environment suffered, until a time came when glory could redound to him personally.

Cuomo’s conduct could also remain camouflaged in a state capital known for the grotesquely antiquated and unjust hierarchies it thrives on. As one woman who

worked in Cuomo's counsel office early in his tenure told me, "Albany felt like a seedy adult summer camp."

Yuh-Line Niou, a staffer for Assemblymember Kim before winning office herself (doubling Asian American representation in Albany), spoke of how she had her ass grabbed in an elevator by an elected official within her first week in town; she was 27 and also recalled an assemblymember who approached her and Kim at a fund-raiser and said, " 'I can't believe you guys haven't fucked, I would fuck both of you and I would pay to see you two fuck; I would pay to join.' " She said that Kim was so conscious of how much harassment she endured that when they were in Albany, he'd always offer to grab her lunch so she wouldn't have to venture out alone.

If the town is rough, the press corps that covers it doesn't offer enlightened salvation. "You walk into the Legislative Correspondents Association, and it's largely men and largely white men," said Amy Spitalnick, who worked as the New York attorney general's communications director and senior policy adviser from 2016 to 2019. "There are very tangible impacts of that on how our government is covered: what is deemed permissible and what rises to the level of attention. Which is why all of this has been an open secret for so long." There are women in the press corps, but, Spitalnick said, "they can get burned out," in part because of the aggression they face from Cuomo. In 2012, it was reported that the administration kept a 35-page dossier on journalist Liz Benjamin, who two years ago left her job hosting *Capital Tonight*. Another reporter, Lindsay Nielsen, wrote recently about how, in 2017, she left her job covering politics for the Albany-based News10 after five years of "threatening" and "incessant bullying" from the Cuomo administration.

As the story of Cuomo's tactics gets reported in a more critical light, Josefa Velásquez, a 29-year old senior reporter for The City, said that she sometimes considers how some colleagues, including some of those now covering Cuomo's troubles, "never used the power that they had to defend anyone else before this." She's referring to both reporters and some of the governor's advisers. "No one checked him. He's the governor of New York who has consolidated all this power and has all these political allies. But his aides and the men in the press corps, some of them are just as complicit in this behavior."

There are a few hundred people at least — insiders in Albany, in media, in labor — who have known how Cuomo operates for years. And then there are tens of millions who just really love him on TV.

It may have been the television adoration that precipitated the fall. In March, Cuomo began conducting his daily press briefings, performing charismatic calm in the face of panicky instability, ticking off daily numbers to combat the unknown; his updates became a soothing ritual. As Trump lied and tantrumed and overrode experts, Cuomo — a man of similar habits — was received as a competent balm.

His long-simmering power contest with Mayor de Blasio crested in March and into April, as they locked antlers over when to shut businesses, whether to shut schools. In April, Cuomo joked on *Ellen* about people calling themselves “Cuomosexuals,” and in May, appeared on the cover of *Rolling Stone*, solemn pandemic rock star. In a June briefing, he unveiled a foam replica of the COVID curve — “the mountain that New Yorkers climbed” — and in July, his administration printed the NEW YORK TOUGH posters featuring himself and DeRosa, who was labeled “Magnificent Melissa.” In August, he announced a book deal, reportedly worth seven figures, to write about his experience leading through COVID. In October, as his book, *American Crisis*, was published, his name was floated to be Joe Biden’s AG. In November, he won an Emmy for his briefings.

Behind the scenes in those first weeks of COVID, Cuomo was making the unprecedented move of expanding his emergency powers beyond those of any New York governor since Nelson Rockefeller. Into the massive state budget, he inserted an immunity provision for hospitals and nursing homes; the provision had been drafted by the Greater New York Hospital Association, an organization that, in 2018, donated over a million dollars to the New York State Democratic Campaign (which funded Cuomo’s reelection campaign) and was repped by Bolton-St. Johns, a powerful firm where the chief lobbyist is Giorgio DeRosa, Melissa DeRosa’s father. In a particularly bitter irony for those who’d envisioned New York State government as the lab for progressive federal policy, the state’s “gold standard” corporate immunity law would indeed wind up a model — for Mitch McConnell.

Cuomo pooh-poohed “experts” in science and medicine, eventually driving out nine of the state’s top public-health officials. A Columbia University study would show that his dickering with de Blasio and ensuing delay in locking down New York likely cost 17,000 lives. In June, his aides were reportedly altering the nursing-home documents. That same month, Charlotte Bennett alleges that Cuomo was asking her whether or not she had ever had sex with older men.

Just as Cuomo, who had long exerted such punishing and obsessive control over so many, was coming close to what he had always sought — the expansion of his power, the eclipse of his father’s legacy, a firm spot on the national stage and in the American imagination — he was starting to lose his grip on the political forces within his own state.

When Biaggi beat Klein in 2018, she was part of a group of new legislators — including Jessica Ramos, Zellnor Myrie, Rachel May, John Liu, Julia Salazar, and Robert Jackson (all backed by the Working Families Party) — who finally rid the state of the IDC. “People are not impressed by political machines anymore,” said WFP’s Nnaemeka. “They are inspired by leaders who are connected to the community.” What is threatening, she said, “to this masculinist closed-door politics is democratic participation, leaders propelled by people and not by institutional ladders ... The day of those politics is over.”

“Part of my healing,” said one former member of Cuomo’s staff, “came when Alessandra won and when she started to confront him and not fear him.” Many in Cuomoland saw the victory of Biaggi as a stand-in for victory over Cuomo himself.

It’s not just the young left wiggling out from under his thumb. After eight years in which State Senate Republicans, with help from the IDC and Cuomo, kept Democrats from control of the Legislature, and their leader Andrea Stewart-Cousins out of budget meetings, Stewart-Cousins is now in power. On March 6, she called for Cuomo’s resignation.

Then there’s Tish James. When James was first elected to City Council in 2003, she was the first candidate ever to win a race solely on the WFP ticket and stayed affiliated with the party through her tenure as public advocate. When she ran for attorney general in 2018, James accepted Cuomo’s powerful backing in exchange for not running on the WFP line. Now in office, she has not behaved like a politician bought and paid for by Cuomo. James released the nursing-homes report and is one of the candidates who could, should Cuomo survive this period, mount a formidable challenge to the fourth term he has been hell-bent on pursuing.

Cuomo is also being challenged by his former staffers, who are now speaking out. They are a reminder that the problem with dismissive assumptions about hierarchical power is that you often underestimate those you are oppressing and overestimate your ability to suppress them; a reliance on divisive mean-girl

machinations can keep you from seeing how women might one day come together to challenge your power.

Niou told me of how long she'd spent, even after winning office in 2016, feeling exactly what Cuomo wanted her to feel: like a nobody. "They could just knock me out, the only Asian woman, and nobody would notice. They've known they can say something and that I have to grin and bear it because I don't have any power over them. That's the stuff they tell you to believe." What's changing, Niou said, "is that I am now part of a cohort of people who are speaking up. And it's starting to matter."

New York's newer model of politics surely is not perfect, nor immune to abuse, nor made of inherently finer stuff; Biaggi is, after all, the product of a political dynasty herself. But it is indisputably built around a different posture toward power.

That posture alters the dynamics of dependence and fear. In very practical terms, these new politicians do not owe Cuomo or his administration anything; their power was gained in spite of him, and while his administration can still starve their districts in retribution, an ability to describe that openly gives them a freedom previous generations have not had. Biaggi told me that she has even blocked DeRosa's number. "I don't want that bad energy," she said.

One impression that emerges from Cuomo's ten years in office is of an immense amount of time wasted. Biaggi said that on the day after Amazon pulled out of its deal to open in New York City, she received a call at 9:30 a.m. from Cuomo, upset at her for having been critical of his handling of the deal. What struck her was that "he was more concerned with calling me than with the aftermath of Amazon leaving. He spends his days yelling at people who say bad things about him, rather than governing."

For an awfully long time, we have accepted the indignities and mediocrity of brute white patriarchy as our only option, both because we couldn't imagine better and because even the act of pointing out that it *should* be better felt futile. And so this kind of power could be petty, corrupt, threatening, skeezy; it could be handsy at weddings and harassing at the office; it could lie and cover up and be sent to jail and still it would be our norm and all we had to turn to in a storm, through a pandemic. We had to pin our hopes on it as a refuge from other, worse brutal white patriarchs. And so we learned to love it, to tune in to its daily briefings and allow its self-assuredness to wash over us.

While I was reporting this article, I spoke to one woman who told me of a time Cuomo hit on her at a party years ago. It wasn't the story of anything illegal, just an invasive and brash move, made a few feet from where his then-wife was standing. She described to me how he'd learned her name before approaching her, how he'd taken hold of her hand and not let go, had whispered close into her ear, how he'd come on to her: "It was clear when he grabbed me that he was used to taking what he wanted."

In an earlier era, I could imagine that line being used in a romance novel, an affirmative description of sex appeal. In this era, in which we have been offered new language, more autonomy, and better therapy, such a description has lost its sexiness for many women, including the woman in question, who did not respond warmly to Cuomo's overture but rather froze, because his attitude — even in this comparatively ordinary interaction — had given her terrible flashbacks to the sexualized violence of her past.

Until this week — when an allegation of groping was referred to police and Democrats in the Legislature initiated the first step toward impeachment — it seemed quite possible that Cuomo's governorship would survive. So far, Cuomo has refused to entertain calls for his resignation, instead requesting an investigation and circulating a statement, which he asked female lawmakers to sign, suggesting that calls on him to step down are tantamount to undermining Tish James. It's a classic Cuomo defensive deployment of feminism and one of many signs that he is not going down without a probably very ugly fight. As he has so often in the past, Cuomo might well win that fight. But with more than 55 lawmakers in his party calling on him to step down, it is harder than it has ever been to imagine him winning a fourth term, or fashioning himself into a national political figure, or continuing to exert the stranglehold on his state and party that he has become accustomed to. In that sense, what we are witnessing, after a year of meteoric rise, is the extraordinary, crashing two-month fall of a man whose power, for a decade, has been almost total.

The brutality that Andrew Cuomo has brought to politics — connected as it has long been to his authority and his ability to take whatever he wants from his staff and his state — has, like his sexualized advances, been drained of a lot of its appeal.

We didn't know we had an alternative. Now, it seems, we might have many.

Additional reporting by Jane Starr Drinkard and Amelia Schonbek.

Sent: Wednesday, March 10, 2021 8:17 PM
To: Melissa DeRosa [REDACTED] Peter Ajemien [REDACTED] Lis Smith <+ [REDACTED]>
Subject: CHAT - 00784 - 2021/03/10

Lis Smith
3/10/2021 8:17 PM

I can't hear anything

Melissa DeRosa
3/10/2021 8:17 PM

Do t speak

Melissa DeRosa
3/10/2021 8:17 PM

U r on now

Lis Smith
3/10/2021 8:17 PM

I'm muted

Melissa DeRosa
3/10/2021 8:18 PM

Can u hear?

Lis Smith
3/10/2021 8:18 PM

Y

Lis Smith
3/10/2021 8:19 PM

Ong it's kaitlin

Lis Smith
3/10/2021 8:21 PM

I fucking lost it at the lumberjack

Lis Smith
3/10/2021 8:22 PM



Do email and phone

Lis Smith

3/10/2021 8:22 PM

Make it painful for her

Lis Smith

3/10/2021 8:26 PM

Guys

Lis Smith

3/10/2021 8:26 PM

Rich

Lis Smith

3/10/2021 8:26 PM

Stop

Lis Smith

3/10/2021 8:26 PM

You're being absurd

Lis Smith

3/10/2021 8:26 PM

Find a right balance

Lis Smith

3/10/2021 8:27 PM

Have someone else take over e call

Lis Smith

3/10/2021 8:27 PM

Not rich

Lis Smith

3/10/2021 8:27 PM

Oeter or Melissa

Lis Smith

3/10/2021 8:27 PM

Take over

Redacted in Original Production

From: Peter Ajemian \$!<Other>!\$_ (owner)

Timestamp: 2/12/2021 6:40:54 PM(UTC-5)

Source App: Native Messages

Attachments:

#1: chats\Native

Messages_ [REDACTED]@yahoo.com\attachments2900_Library_SMS_Attach_1_23_03_C65132_1_E6D
C9E_1

#2: chats\Native

Messages_ [REDACTED]@yahoo.com\attachments2900_Library_SMS_Attach_1_e8_08_84C9C3_1_E497
B9_1

Body:

https://nypost.com/2021/02/12/who-is-melissa-derosa-top-aide-to-gov-andrew-cuomo/?utm_campaign=ip_hone_nyp&utm_source=message_app

From: Peter Ajemian \$!<Other>!\$_ (owner)

Timestamp: 2/12/2021 6:41:07 PM(UTC-5)

Source App: Native Messages

Body:

Can u read and call me pls?

From: [REDACTED] Lis Smith

Timestamp: 2/22/2021 10:22:07 PM(UTC-5)

Source App: Native Messages

Body:

this is not a criticism of you

From: [REDACTED] Lis Smith

Timestamp: 2/22/2021 10:22:10 PM(UTC-5)

Source App: Native Messages

Body:

to be clear

From: [REDACTED] Lis Smith

Timestamp: 2/22/2021 10:22:11 PM(UTC-5)

Source App: Native Messages

Body:

or rich

From: [REDACTED] Lis Smith

Timestamp: 2/22/2021 10:22:26 PM(UTC-5)

Source App: Native Messages

Body:

i'm trying to get on melissa's ass about this

From: Peter Ajemian \$!<Other>!\$_ (owner)

Timestamp: 2/23/2021 6:38:23 AM(UTC-5)

Source App: Native Messages

Body:

No you are right. Will work something up today

From: [REDACTED] Lis Smith

Timestamp: 3/15/2021 3:45:09 PM(UTC-4)

Source App: Native Messages

Body:

i was gonna make a joke about andrew ball

From: Peter Ajemian \$!<Other>!\$_ (owner)

Timestamp: 3/15/2021 3:47:05 PM(UTC-4)

Source App: Native Messages

Body:

Ahh

EXHIBIT

31

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/18/2021 8:46:37 PM(UTC-4)
Source App: Native Messages
Body:
Just confirming- you think "enough with the sexist name calling" is ok?

From: [REDACTED] Lis Smith
Timestamp: 3/18/2021 8:51:07 PM(UTC-4)
Source App: Native Messages
Body:
That's fine

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/18/2021 8:52:33 PM(UTC-4)
Source App: Native Messages
Body:
Or "sexist tropes"

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/18/2021 8:52:41 PM(UTC-4)
Source App: Native Messages
Body:
Jef thought tropes

From: [REDACTED] Lis Smith
Timestamp: 3/18/2021 8:55:12 PM(UTC-4)
Source App: Native Messages
Body:
Tropes fine

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/18/2021 9:12:00 PM(UTC-4)
Source App: Native Messages
Body:
Thank you

From: [REDACTED] Lis Smith
Timestamp: 3/18/2021 10:16:21 PM(UTC-4)
Source App: Native Messages
Body:
Dude

From: [REDACTED] Lis Smith
Timestamp: 3/18/2021 10:16:22 PM(UTC-4)
Source App: Native Messages
Body:
Honestly

From: [REDACTED] Lis Smith
Timestamp: 3/18/2021 10:16:28 PM(UTC-4)
Source App: Native Messages
Body:
You handled the shit out of this story

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/18/2021 10:17:33 PM(UTC-4)
Source App: Native Messages
Body:
Thank you. Only because of support from you and the team. Thank you.

From: [REDACTED] Lis Smith
Timestamp: 3/18/2021 10:17:46 PM(UTC-4)
Source App: Native Messages
Body:
Texted Chris Cuomo that too

From: [REDACTED] Lis Smith
Timestamp: 3/18/2021 10:18:01 PM(UTC-4)

Source App: Native Messages
Body:
You deserve a lot of credit here

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:19:30 PM(UTC-4)
Source App: Native Messages
Body:
Thank you Lis. Means a lot coming from you.

From: [REDACTED] Lis Smith
Timestamp: 3/18/2021 10:29:28 PM(UTC-4)
Source App: Native Messages
Body:
Dude, i got your back

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:29:55 PM(UTC-4)
Source App: Native Messages
Body:
Loved "Dude, i got your back"

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:32:28 PM(UTC-4)
Source App: Native Messages
Attachments:
#1: files\image\Farrow-LindseyBoylan.jpg.webp
Body:

Cuomo's First Accuser Raises New Claims of Harassment and Retaliation
In her first extensive interview, Lindsey Boylan sheds new light on a toxic workplace, as insiders detail the campaign to discredit her.

By Ronan Farrow March 18, 2021

Lindsey Boylan's tweets accusing Andrew Cuomo of harassment helped spark an uproar that has since engulfed her life. Photograph by Widline Cadet for The New Yorker

On the morning of December 13, 2020, Lindsey Boylan sat in the passenger seat of her family's car, with her husband at the wheel and her six-year-old daughter in the back. She began typing a series of tweets on her phone. Boylan, a former special adviser to New York Governor Andrew Cuomo, had felt increasingly troubled as press reports mentioned Cuomo as a potential Attorney General in the Biden Administration. For more than a year, she had been raising allegations on Twitter that Cuomo presided over a hostile and toxic workplace, initially drawing little attention. A week before, Boylan had tweeted again, and another former Cuomo employee had reached out to her privately, to share a story of being sexually harassed by the Governor. "I felt really responsible for what happened to this woman, because I didn't do something about it," Boylan told me, in her first detailed interview about her allegations. She saw the stories about Cuomo's political prospects as a cause for urgency.

In the car, she began tweeting allegations that Cuomo had sexually harassed her, too. "@NYGovCuomo sexually harassed me for years. Many saw it, and watched," she wrote. She referenced harassment about her looks and described an unpredictable and intimidating workplace experience. Her husband became aware of the tweets only as the reaction began to build online. "I felt like I was just exploded," Boylan recalled. "And he felt like he was having a heart attack."

As Boylan's disclosures began to draw notice on social media, a group of current and former Cuomo staffers who served as his informal crisis-communications brain trust moved to squash them "in real time," according to one person with direct knowledge of the effort. Members of that group included Melissa DeRosa, a senior aide; Rich Azzopardi, Cuomo's spokesperson; and Steven M. Cohen, a former secretary to the Governor. They circulated Boylan's tweets and held a series of urgent calls. The group had just emerged from a frantic effort to respond to allegations that Cuomo's office had deliberately undercounted COVID-related deaths in New York nursing homes. They were "putting that to bed, and then she pipes up. And then it's sort of a big scramble," the person with direct knowledge of the effort told me. "It was, like, what the hell do we do about this?" Cuomo's advisers arrived at a plan to leak Boylan's personnel records, which included allegations that Boylan had bullied colleagues, some of them women of color.

"The decision was made collectively," the person with direct knowledge of the effort said. "That these are facts, the reporters should see them."

An intermediary who says that he was not on the calls, Rich Bamberger, a former communications director for Cuomo who now works for the public-relations firm Kivvit, called several reporters and advised them to contact the Governor's office. According to the person with knowledge of the conversations, Azzopardi then sent Boylan's personnel files to reporters. By day's end, several of the complaints about Boylan had appeared in stories, by the Associated Press, the New York Post, and the Albany-based Times Union. Boylan recalled being stunned by the articles. "I couldn't move. I couldn't breathe," she said. In the ensuing days, Cuomo aides began contacting people who had worked under Boylan—which some

of the recipients found intimidating, the Wall Street Journal reported last week. Cuomo advisers also considered releasing a letter attacking Boylan's credibility and reputation, drafts of which were first reported by the Times this week. They ultimately decided against releasing the letter. "My life was, you know,

for a period, destroyed," Boylan told me. In a statement, Beth Garvey, Cuomo's acting counsel, said, "With certain limited exceptions, as a general matter, it is within a government entity's discretion to share redacted employment records, including in instances when members of the media ask for such public information and when it is for the purpose of correcting inaccurate or misleading statements."

Boylan's allegations largely faded from public view, until last month, when she posted a detailed account of her experience on Medium. Boylan told me, during a series of lengthy interviews, that she decided to disclose her allegations via online posts and initially declined interview requests from journalists because "having someone dissect my trauma is not something I wanted." She said that the essay took her more than a month to write. "I realized I had to own this experience," she told me. "It was something I was going to have to talk about eventually." A series of disclosures about Cuomo from other women, including multiple allegations of harassment and one of groping, quickly followed Boylan's. "Seeing Lindsey's story was a huge factor in my decision to come forward," Charlotte Bennett, a former Cuomo staffer who began publicly discussing her account of sexual harassment by the Governor after Boylan's Medium post, told me. "Coming forward didn't feel like a choice—it felt like my responsibility to validate Lindsey's story and signal to others that it was O.K. to come forward."

The revelations have left Cuomo's political future in New York, which he has governed since 2011, in a free fall. He now faces probes by both the New York attorney general, Letitia James, and the state assembly, which this week retained a law firm for that purpose. Senate Majority Leader Chuck Schumer, Senator Kirsten Gillibrand, Representative Alexandria Ocasio-Cortez, and other prominent Democrats in the state congressional delegation have called for the Governor to resign. This week, President Biden, a longtime ally of Cuomo's, said that the Governor should step down if the allegations are confirmed by investigators. Cuomo acknowledged some of the harassment allegations, saying, "I now understand that I acted in a way that made people feel uncomfortable," but he maintained that his behavior was unintentional and denied all allegations that he "touched anyone inappropriately." A spokesperson added, "As we said before, Ms. Boylan's claims of inappropriate behavior are quite simply false."

Until December 13th, Cuomo's grip on power in New York had been near-absolute, a dominance secured at times through his willingness to discredit and intimidate his adversaries. Then Boylan posted her tweets. At first, it seemed as if she would meet the same fate as so many others who had challenged the Governor. Now, the Cuomo team's response may turn out to be one of its final efforts to frighten an opponent into submission.

Between 2015 and 2018, Boylan served in several government roles, including deputy secretary for economic development. In 2016, she began interacting with Cuomo directly and had her first encounters with a workplace culture under him that she said was rife with bullying and retribution. "It was toxic, and particularly for women," she said. Her description matched those of multiple current and former Cuomo staffers I spoke with, though others told me that the office culture was intense but not inappropriate. Boylan's leaked personnel files reportedly contain allegations that she bullied women who worked with her, including Black women. Several former colleagues of Boylan's, none of whom are Black, told me that they found the claims plausible and said that they had also found Boylan herself to be a hostile presence in the workplace. "I've seen Lindsey do her job well, but I've also had experiences where I felt belittled or bullied by her," a former colleague, who spoke on condition of anonymity, told me. Others disputed that account or said that Boylan's conduct was consistent with a culture where volatility was the norm. "It was a hard place to be," Joel Wertheimer, an attorney who served as Cuomo's staff secretary, told me. "They were nasty and awful." Wertheimer quit after just seven months, dispirited by the environment. He is now a campaign consultant to Boylan, who is running for Manhattan borough president. He added, "I also was not the best version of myself when I was working there."

Boylan said that Cuomo set the tone, ridiculing several of his closest staffers, including Stephanie Benton, the director of the Governor's offices. "I remember, Stephanie had a haircut that he kept making fun of her for all day in front of other people. And she was crying," Boylan said. (Benton, who is still employed in state government, said that Boylan's account was untrue and that the Governor had always treated her well, adding, "If I felt otherwise, I would speak for myself.") Boylan also said that Cuomo repeatedly ranted about another staffer, a young male aide, being "fat." The young male aide, who no longer works for Cuomo, declined to comment on his experience and asked not to be named. Boylan described the workplace culture under the Governor as aggressive and combative. At a party in the pool house at the Governor's mansion, in Albany, Boylan recalled seeing a dartboard bearing a photo of Bill de Blasio, Cuomo's antagonist since he was elected Mayor of New York City, in 2014. "I couldn't believe how brazen that was," she said. (A spokesperson for the Governor declined to comment on the dartboard.) Boylan had her first interaction with Cuomo after a speech he gave at Madison Square Garden on January 6, 2016, when she was working as the chief of staff at Empire State Development, a state entity that promotes economic growth. She said that he seemed to pay an unusual amount of attention to her. Soon afterward, she said, her boss, Howard Zensky, told her that Cuomo had a "crush" on her. (Zensky did not respond to a request for comment.) During the next two years, Boylan said, the Governor repeatedly commented on her appearance and touched her more than she felt was necessary or professional. "He would put his hand on my lower back," Boylan said, adding that her experiences mirrored those of another woman, Anna Ruch, who told the Times that the Governor touched her lower back and asked to kiss her at a wedding reception. "He would find a way to, like, touch me in

passing—getting on the plane, getting off the plane,” Boylan said. “He frequently stared at my legs.” Kelsey DePalo, who met Boylan when both attended Wellesley College, told me that Boylan was initially excited to work with Cuomo, but her attitude soon changed. “She would talk about how he was creepy,” DePalo recalled. “We would talk about, you know, how when, if someone opens a door for you, they can open a door, or they can open a door and put their hand on the small of your back. They can lean over to tell you something, or lean over to tell you something and also put their hand on your knee.” She added, “You can sometimes catch someone, like, looking at your outfit in a way that makes you feel uncomfortable. Or commenting on your appearance. And so she would describe how he gave her the creeps, and was very touchy-feely in ways that made her feel highly uncomfortable.”

Another friend, as well as Boylan’s mother and husband, told me that Boylan had discussed similar concerns with them in 2016 and 2017. Boylan’s mother, Karen Boylan, saw the behavior as a pattern. “I hoped she would stay away from him,” she told me. Karen told me that, years earlier, she had quit a job as an accountant at a law firm after her boss sexually harassed her. Boylan was in high school at the time, and told me that her mother’s experience, which she referred to in her first tweets about her harassment allegations, deeply affected her. Boylan’s mother said that she had described the harassment to her daughter to prepare her for what she might face in the workplace. “It was something that we talked about a lot while she was growing up,” Karen told me. “You know, you hope your children learn from this.” In an e-mail sent on August 4, 2016, Karen wrote, to her daughter, “I was thinking after our conversation last night about Governor Cuomo... I would hate (couldn’t tolerate) living with a partner or husband who behaved like that with women. It sounds very inappropriate what he says to you too.” Three months later, Boylan forwarded her mother an e-mail in which a Cuomo staffer asked Boylan’s supervisor whether she would be at an event the Governor was attending. “It’s gross,” Boylan told her mother, in a text that day. “I just wish I could be told how great I am based on my intelligence and abilities rather than some dumb thing.” (A spokesperson for Cuomo said that the staffer who sent the e-mail “oversaw events and scheduling, so it was her job to understand what relevant senior members of the team—male and female—would be attending Governor events.”)

Boylan said that the Governor frequently sought her out, sometimes taking her away from substantive responsibilities to fulfill a role she felt was ornamental. The Regional Economic Development Council awards, in Albany, in December, 2016, were the culmination of a year’s work for Boylan. The monetary awards to local businesses and organizations are a part of Cuomo’s economic strategy and were a centerpiece of Boylan’s portfolio. After the awards, a Cuomo aide aggressively pressed Boylan to return to New York City on a helicopter with Cuomo and Maria Bartiromo, a television host, who had spoken at the event. Boylan refused. “He likes to put women next to each other,” Boylan said. “Like we’re part of his tools, or his little, you know, dolls.” (A spokesperson for Cuomo said that the flight arrangements were “not a point of contention.”) A few days later, Benton, the Cuomo aide, e-mailed Boylan, telling her that the Governor had suggested Boylan look up a woman that colleagues had told her was romantically linked to the Governor. “You could be sisters,” Benton wrote. “Except you’re the better looking sister.” (Benton told me, “That was my attempt at banter, not his.”)

At a holiday party held at an Albany convention center later that month, Boylan said, when the Governor approached her, she left the room. That night, she said, the young male aide, whom Boylan said had been bullied, called and told her that the Governor wanted her to come to the Capitol. (The aide declined to comment on the call.) As Boylan walked to Cuomo’s office in the Capitol, she called her husband and told him that she was afraid. In a statement, her husband said that he could “sense absolute terror in her voice.” Cuomo showed her his office, and called attention to a cigar box that he told her was a gift from President Bill Clinton. Since childhood, Boylan had idolized Hillary Clinton. She once waited in line for hours to have a photo taken with her, an experience that she said “changed my life.” Boylan said that the obvious reference to Clinton’s sexual behavior disturbed her, because the Governor knew that she considered Hillary Clinton a role model. “It was deeply distressing,” Boylan told me.

Boylan says that the pattern of inquiries about her and comments about her looks continued through the rest of her time in the administration. E-mails from Cuomo aides reviewed by The New Yorker were consistent with that account. Boylan said that the harassment grew more brazen over time. She said that, in October, 2017, as she sat with the Governor on a private plane, he told her, “Let’s play strip poker.” (In a statement released by the Governor’s office, four former staffers listed as being on such flights that month said that they had not witnessed the exchange.) In 2018, in an incident she has not previously disclosed, Boylan attended a meeting on the ground floor of the Governor’s mansion. At a press conference that February, Cuomo had proudly showed off his new puppy, a Siberian-Shepherd-Malamute mix named Captain. After the meeting, Boylan said that she made her way toward the entrance with the Governor, and Captain approached her. When the dog jumped up and down near her, Boylan said, she reached out

to calm him, and then backed away. Cuomo, she said, joked that if he were a dog, he would try to “mount” her as well. Boylan said that she did not reply. “I remember being grossed out but also, like, what a dumb third-grade thing to say.” She added, “I just shrugged it off.” A spokesperson for Cuomo declined to comment specifically on the claim, but reiterated Cuomo’s denial that he behaved inappropriately with Boylan.

Boylan told me that over time she had become accustomed to such remarks, but she felt that her physical boundaries were crumbling. In an incident in the summer of 2018, which she described in her Medium post, she met with Cuomo one-on-one in his Manhattan office. As she got up to leave, Cuomo moved in front of her. “He blocked me getting out,” she told me. Then, as she attempted to move forward, she said, he kissed her on the lips. “It was in no way platonic,” she told me. “I was mortified.” Her mother, Karen,

says Boylan told her about the incident at the time. "Lindsey's way is to either call or text me immediately when things like this have happened, because she's horrified," she said. "She was, like, 'Oh, my God, did anybody see that happen? You know, I'm so embarrassed.'" Cuomo said of the kiss, "This did not happen."

By now, Boylan said, her mental health had deteriorated and she had become more adversarial at the office, responding vocally to harsh comments from a circle of aides loyal to Cuomo, whom she said were known in the office as "the mean girls." She said that group included Melissa DeRosa, the senior aide. (A spokesperson praised DeRosa, calling the label an example of "sexist tropes.") On one occasion, Boylan said, during a call about a work matter, DeRosa screamed at her, "What the fuck did you do?" Boylan said that she told DeRosa, "I'm not speaking to you," and hung up the phone. (DeRosa and a spokesperson for the Governor both declined to comment on the interaction.) "I was lighting all these fires," Boylan told me. "And I think it was the culmination of a very long, destructive period of this dynamic."

Boylan said that she had not seen her leaked personnel files and was unaware of any specific allegations they might contain. "I don't want to take anything away from a woman that may have had a negative interaction with me," she said. But she viewed the release of the files as a calculated effort to discredit her accusations of sexual harassment. "In more than three years that I worked for the administration, I never once had a performance review," she said. "I've never seen an H.R. or personnel file, not just for myself but for any other employee, especially in the executive chamber. There's no real H.R. function that would be independent of the Governor and his closest aides." She called the introduction of the alleged workplace complaints into the initial coverage of her harassment claims "victim-blaming bullshit."

Boylan told me that, beginning that summer, she tried to quit several times. A text from July, 2018, shows that, after one such attempt, DeRosa tried to persuade Boylan to return, writing, "I know it was a tough day today but we hope to see you back here tomorrow with the team helping to get things done." Boylan resigned that September. "Lindsey's such a tough person, usually positive and upbeat, but when she left the Governor's office I saw a change in her," Kelsey DePalo, her friend from college, said. "You could tell it was upsetting to her, the experience."

In public, Boylan remained supportive of the Cuomo administration. That November, she retweeted an Op-Ed in the Times endorsing Cuomo's reelection, with applause and thumbs-up emojis. She said that her hesitation to condemn Cuomo publicly reflected the difficulty of working in New York politics without the Governor's support. "There's no other place to go," she said. "When I was a teen-ager, I knew that I wanted to go into government and that this was what mattered to me," she said. "You can't leave. If you leave, you are destroyed."

The uproar that Boylan's December tweets helped to start has now engulfed her life. She runs her campaign for Manhattan borough president from her West Chelsea apartment while embracing her new role as one of Cuomo's most public and persistent critics. In addition to her tweets excoriating the Governor and his supporters, she has traded insults with Internet trolls who have targeted her with sexist broadsides. Last Saturday, Boylan and her attorney met for two and a half hours, via Zoom, with the investigators leading the New York attorney general's probe of the allegations against Cuomo. The investigators, Joon Kim and Anne Clark, sought records, witnesses, and additional details. Boylan said that she will continue to cooperate with the investigation.

She expressed frustration with what she perceives to be a reluctance among some Democrats to demand Cuomo's resignation. She was especially dismayed by Hillary Clinton's response. After Boylan's and other allegations were made public, Clinton issued a statement saying that the allegations against Cuomo are "difficult to read" and "raise serious questions." She emphasized the attorney general's investigation, stopping short of calling for the Governor's resignation. Clinton, Boylan told me, "was the great hero of my life." She said that this was no longer the case. "There's no way you don't know who this man is if you've worked with, or around, him for decades," she added.

Last week, Boylan broke down during a conversation on the telephone with her mother. "She was sobbing uncontrollably. She was in a bad place," Karen told me. "She just didn't feel like she was being supported." Boylan said that she continues to feel that way: "I believe that anyone who is in politics and senior and has been around has heard all of these stories, at the very least, and has seen his lack of control, his lack of concern, his lack of integrity, at a very high level, and they said nothing."

Another factor informed Boylan's decision to first disclose her allegations online, on her own terms. She had been fearful about reporters' willingness to stand up to Cuomo's tactics. Cuomo and his aides were legendary for their bullying of the press. According to a source familiar with the episode, in a February, 2014, off-the-record dinner with the Times, Cuomo, after several drinks, began shouting at Susanne Craig, the newspaper's Albany bureau chief, finally telling her, "I'm going to ruin you. As long as I live, I will never speak to you again." Cuomo then stormed out of the restaurant. (A Cuomo spokesperson acknowledged a "tense disagreement" with Craig over an article. He added, "It's no secret that the office has had a number of difficult conversations with reporters over the years—we respect tough reporters and hope they respect us.")

Boylan had personally witnessed Cuomo's belligerence with the press, and it had left a searing impression on her. "I remember being in the car after one of our trips with the Governor and Melissa. And he is obliterating someone on the phone. He's obliterating him," she said. "I'm just assuming it's one of our staffers. And it was this famous reporter." She went on, "His main source of power is destroying you in the press." She paused. "Look what he did to me."

From: [REDACTED] Lis Smith
Timestamp: 3/24/2021 5:50:47 PM(UTC-4)

Source App: Native Messages

Body:

I am getting the sense that they have sicced a whole bunch of pro-Melissa partisans on me, including you, which is fine. We are not doing a hit piece, it's not our usual style. But Cuomo is not a particularly nice man a lot of the time and I haven't a sense of how she deals with that when she sees it. Or if she doesn't see that aspect of him, why?

From: [REDACTED] Lis Smith

Timestamp: 3/24/2021 7:15:56 PM(UTC-4)

Source App: Native Messages

Body:

Isn't it inappropriate for Katz to be sharing details of ag investigaiton w the press

From: [REDACTED] Lis Smith

Timestamp: 3/24/2021 7:16:01 PM(UTC-4)

Source App: Native Messages

Body:

Seems really sus

From: Peter Ajemian \$!<Other>!\$_ (owner)

Timestamp: 3/24/2021 7:29:11 PM(UTC-4)

Source App: Native Messages

Body:

I would think so...but she's been doing that

From: [REDACTED] Lis Smith

Timestamp: 3/25/2021 12:37:19 PM(UTC-4)

Source App: Native Messages

Body:

On the phone

From: Peter Ajemian \$!<Other>!\$_ (owner)

Timestamp: 3/25/2021 12:37:37 PM(UTC-4)

Source App: Native Messages

Body:

K. What do u think of those Melissa quotes?

From: [REDACTED] Lis Smith

Timestamp: 3/25/2021 12:37:45 PM(UTC-4)

Source App: Native Messages

Body:

Didn't see

From: Peter Ajemian \$!<Other>!\$_ (owner)

Timestamp: 3/25/2021 12:43:46 PM(UTC-4)

Source App: Native Messages

Body:

Just emailed latest

Redacted in Original Production

Start Time: 4/1/2021 5:03:03 PM(UTC-4)
Last Activity: 4/13/2021 5:41:17 PM(UTC-4)
Participants: [REDACTED] Matt Flegenheimer, [REDACTED]@yahoo.com Peter Ajemian
From: [REDACTED] Matt Flegenheimer
Timestamp: 4/1/2021 5:03:03 PM(UTC-4)
Source App: Native Messages

Body:
Hey Peter — Matt Flegenheimer from the NYT, hope you're doing alright (and hope you don't mind, Luis passed along your number). Wanted to touch base on our NYT Magazine story if you had a minute. Got a few later?

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/1/2021 5:03:18 PM(UTC-4)
Source App: Native Messages
Body:
(Tomorrow fine too if you're underwater)

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/1/2021 5:46:44 PM(UTC-4)
Source App: Native Messages
Body:
Hey Matt. Just saw this. Thanks for reaching out. Could we speak in the morning?

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/1/2021 5:47:01 PM(UTC-4)
Source App: Native Messages
Body:
Sure

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/1/2021 7:12:00 PM(UTC-4)
Source App: Native Messages
Body:
What's your timing on the piece?

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/1/2021 7:12:56 PM(UTC-4)
Source App: Native Messages
Body:
Slated to close end of next week (subject to change but that's the plan)

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/1/2021 7:19:20 PM(UTC-4)
Source App: Native Messages
Body:
Got it. Thanks

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/1/2021 7:19:37 PM(UTC-4)
Source App: Native Messages
Body:
Liked "Got it. Thanks "

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/2/2021 9:42:12 AM(UTC-4)
Source App: Native Messages
Body:
Can you touch base in a few?

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/2/2021 9:50:50 AM(UTC-4)
Source App: Native Messages
Body:
Sure whenever

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/2/2021 9:51:05 AM(UTC 4)
Source App: Native Messages
Body:



Call u at 10

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/7/2021 9:51:12 AM(UTC-4)
Source App: Native Messages
Body:
Liked "Call u at 10 "

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/7/2021 10:37:32 AM(UTC-4)
Source App: Native Messages
Body:
[REDACTED]@nytimes.com

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/7/2021 9:22:37 AM(UTC-4)
Source App: Native Messages
Body:
Fact-checkers should be sending something your way today. Standing offer for on-record from him, of course, but we'd need to do it by tomorrow.

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 4/8/2021 7:05:32 AM(UTC-4)
Source App: Native Messages
Body:
Story closes end of day Friday?

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 4/8/2021 7:05:42 AM(UTC-4)
Source App: Native Messages
Body:
Profile rather

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/8/2021 7:09:12 AM(UTC-4)
Source App: Native Messages
Body:
Yes

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/8/2021 7:10:04 AM(UTC-4)
Source App: Native Messages
Body:
Different from newspaper print deadline FWIW, has to go to bed sometime closer to 6

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 4/8/2021 10:17:32 AM(UTC-4)
Source App: Native Messages
Body:
Can we go through some of these items this morning? I'm trying to understand more context especially the some of the allegations

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 4/8/2021 10:17:50 AM(UTC-4)
Source App: Native Messages
Body:
Would it be best to speak to you and the fact checker together?

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/8/2021 10:22:34 AM(UTC-4)
Source App: Native Messages
Body:
Let me check in with them

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 4/8/2021 10:23:30 AM(UTC-4)
Source App: Native Messages
Body:
Ok

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/8/2021 10:33:34 AM(UTC-4)
Source App: Native Messages
Body:
Now good? Can get both checkers on so it'll be four of us

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/8/2021 10:39:31 AM(UTC-4)
Source App: Native Messages
Body:
Yep

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/8/2021 10:47:10 AM(UTC-4)
Source App: Native Messages
Body:
Should we use a dial-in bridge?

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/8/2021 10:47:40 AM(UTC-4)
Source App: Native Messages
Body:
One of them is just connecting everyone, stand by

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/8/2021 10:47:46 AM(UTC-4)
Source App: Native Messages
Body:
Great

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/9/2021 9:00:31 AM(UTC-4)
Source App: Native Messages
Body:
Once more for the hell of it: if he's up for an interview, of any length, we've got a few hours! (And thanks for dealing with everything/everyone, I know it's less straightforward than the usual paper experience, for better or worse)

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/9/2021 10:20:17 AM(UTC-4)
Source App: Native Messages
Body:
Can we speak at 11? I'm still very unclear on how this piece is gonna look and if there are other things or criticisms or comments we need to respond to you.

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/9/2021 10:32:57 AM(UTC-4)
Source App: Native Messages
Body:
Sure, fact-checkers just confirmed that's all they'll need but happy to chat

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/9/2021 10:36:17 AM(UTC-4)
Source App: Native Messages
Body:
Thanks

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/9/2021 11:02:04 AM(UTC-4)
Source App: Native Messages
Body:
Running a few min late. Call you soon

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/9/2021 11:02:12 AM(UTC-4)
Source App: Native Messages
Body:
Liked "Running a few min late. Call you soon "

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/9/2021 11:38:37 AM(UTC-4)
Source App: Native Messages
Body:
Got tied up. Tried you.

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/9/2021 5:57:00 PM(UTC-4)
Source App: Native Messages
Body:
When does the piece publish again?

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/9/2021 6:10:05 PM(UTC-4)
Source App: Native Messages
Body:
They're not sure for web, will let you know

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/9/2021 6:10:10 PM(UTC-4)
Source App: Native Messages
Body:
Not tonight or tomorrow

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/12/2021 8:30:13 PM(UTC-4)
Source App: Native Messages
Body:
Going tomorrow AM in theory

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/12/2021 8:30:41 PM(UTC-4)
Source App: Native Messages
Body:
Thanks

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/13/2021 3:50:54 PM(UTC-4)
Source App: Native Messages
Body:
Hey, hoping to get to a resolution on this Melissa thing. Spoke to [REDACTED] for a while earlier and she asked me to put the request in email form as well, but haven't heard back. Have you heard anything?

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/13/2021 3:59:07 PM(UTC-4)
Source App: Native Messages
Body:
Last I heard, it was being discussed at whatever High Council there is (as I think [REDACTED] outlined in gruesome detail). Don't think anyone wants to drag feet here so I'd suspect they'll get back with something reasonably soon

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 4/13/2021 4:00:26 PM(UTC-4)
Source App: Native Messages
Body:
Thank you

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/13/2021 4:02:19 PM(UTC-4)
Source App: Native Messages
Body:
Yep will nudge again though, I know everyone wants to see this through (I suspect part of the reason it's taking so long, FWIW, is that they're actually engaging on this in good faith)

From: [REDACTED] Matt Flegenheimer
Timestamp: 4/13/2021 4:02:53 PM(UTC-4)
Source App: Native Messages
Body:

Don't know what that portends but the mag is heavy on #process, for better or worse... (between us)

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 4/13/2021 4:04:13 PM(UTC-4)
Source App: Native Messages
Body:
Understood. Thanks again

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 4/13/2021 5:13:00 PM(UTC-4)
Source App: Native Messages
Body:
She has not responded and hasn't taken my calls. Not sure why this should be so complicated. We are simply asking to be able to provide a defense. I don't think it should require a day's worth of deliberations especially given the case we have made to you all.

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 4/13/2021 5:13:40 PM(UTC-4)
Source App: Native Messages
Body:
Could you please check in with Jessica? And if there's someone I need to elevate this to, please let me know who that person is. Thanks again.

From: Matt Flegenheimer
Timestamp: 4/13/2021 5:19:30 PM(UTC-4)
Source App: Native Messages
Body:
Checking again

From: Matt Flegenheimer
Timestamp: 4/13/2021 5:36:06 PM(UTC-4)
Source App: Native Messages
Body:
The research director (chief of all fact-checkers) seems to be the highest authority here, but I know she's been read into everything

From: Matt Flegenheimer
Timestamp: 4/13/2021 5:36:25 PM(UTC-4)
Source App: Native Messages
Body:
Sorry this isn't as straightforward as the paper world, not my native tongue either..

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 4/13/2021 5:40:45 PM(UTC-4)
Source App: Native Messages
Body:
What's your email?

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 4/13/2021 5:40:56 PM(UTC-4)
Source App: Native Messages
Body:
I'm sending another email and am going to copy you

From: Matt Flegenheimer
Timestamp: 4/13/2021 5:41:12 PM(UTC-4)
Source App: Native Messages
Body:
@nytimes.com

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 4/13/2021 5:41:17 PM(UTC-4)
Source App: Native Messages
Body:
Thanks

Start Time: 1/6/2021 4:59:43 PM(UTC-5)

Last Activity: 4/18/2021 5:36:26 AM(UTC-4)

Participants: [REDACTED] Rich Azzopardi, [REDACTED] Dani Lever, [REDACTED]@yahoo.com Peter Ajemian

Redacted in Original Production

Redacted in Original Production

Redacted in Original Production

Redacted in Original Production

Redacted in Original Production

Redacted in Original Production

Redacted in Original Production

From: [REDACTED] Dani Lever
Timestamp: 2/22/2021 7:47:04 AM(UTC-5)
Source App: Native Messages
Body:

He has been known to refer to his top female aides as the “mean girls,” said the person, who described the governor’s office as toxic and controlling.

From: [REDACTED] Dani Lever
Timestamp: 2/22/2021 7:47:13 AM(UTC-5)
Source App: Native Messages
Body:

□ □

From: [REDACTED] Rich Azzopardi
Timestamp: 2/22/2021 7:47:25 AM(UTC-5)
Source App: Native Messages
Body:
Gee who could that be!

From: [REDACTED] Dani Lever
Timestamp: 2/22/2021 7:47:36 AM(UTC-5)
Source App: Native Messages
Body:
But why anonymous for that part

From: [REDACTED] Dani Lever
Timestamp: 2/22/2021 7:48:03 AM(UTC-5)
Source App: Native Messages
Body:
Wait who do you think? Lindsay?

From: [REDACTED] Rich Azzopardi
Timestamp: 2/22/2021 7:48:40 AM(UTC-5)
Source App: Native Messages
Body:
Yup

From: [REDACTED] Dani Lever
Timestamp: 2/22/2021 8:56:36 PM(UTC-5)
Source App: Native Messages
Body:
Is dean Chang or cliff levy coming for me. I’ve lost it on them multiple times

From: Peter Ajemian_!\$!<Other>!\$_ (owner)
Timestamp: 2/22/2021 8:58:11 PM(UTC-5)
Source App: Native Messages
Body:

When/why?

From: [REDACTED] Dani Lever
Timestamp: 2/23/2021 10:15:40 AM(UTC-5)
Source App: Native Messages
Body:
From the Dawsey Vilensky original Jesse story from 2016

From: [REDACTED] Dani Lever
Timestamp: 2/23/2021 10:15:42 AM(UTC-5)
Source App: Native Messages
Body:
Dani Lever, a spokeswoman for Mr. Cuomo, said: "From the governor on down, everyone in this administration works extremely hard. When someone makes false or misleading attacks, we aggressively defend and correct the record and make no apologies for doing so."

From: Peter Ajemian [REDACTED] \$!<Other>!\$_ (owner)
Timestamp: 2/23/2021 10:40:07 AM(UTC-5)
Source App: Native Messages
Body:
I like that.

Redacted in Original Production

Timestamp: 2/27/2021 10:41:45 PM(UTC-5)

Source App: Native Messages

Body:
Update

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 2/27/2021 11:12:00 PM(UTC-5)

Source App: Native Messages

Attachments:

#1: chats\N

Messages_[REDACTED]@yahoo.com\attachments1992__Library_SMS_Attach_1_e9_09_8D965B_1_IMG_0778.heic

Body:

From: [REDACTED] Rich Azzopardi

Timestamp: 2/28/2021 8:17:44 AM(UTC-5)

Source App: Native Messages

Body:

Cuomo often singled out a particular male junior staffer for verbal punishment, according to one source,

From: [REDACTED] Rich Azzopardi

Timestamp: 2/28/2021 8:18:11 AM(UTC-5)

Source App: Native Messages

Attachments:

#1: chats\N

Messages_[REDACTED]@yahoo.com\attachments1992__Library_SMS_Attach_1_ab_11_030920_1_15F7F2_1

#2: files\Image\E64D27A7-0971-484D-A13C-8B7880CDF3F1.pluginPayloadAttachment

Body:

[https://www.timesunion.com/news/article/For-Cuomo-a-legacy-of-intimidation-hardball-15972208.php?utm_campaign=CMS%20Sharing%20Tools%20\(Premium\)&utm_source=t.co&utm_medium=referral](https://www.timesunion.com/news/article/For-Cuomo-a-legacy-of-intimidation-hardball-15972208.php?utm_campaign=CMS%20Sharing%20Tools%20(Premium)&utm_source=t.co&utm_medium=referral)

From: [REDACTED] Rich Azzopardi

Timestamp: 2/28/2021 8:18:13 AM(UTC-5)

Source App: Native Messages

Body:

Well that's an Andrew ball cameo

From: [REDACTED] Dani Lever

Timestamp: 2/28/2021 8:28:31 AM(UTC-5)

Source App: Native Messages

Body:

Can someone send text of article to me

From: [REDACTED] Dani Lever

Timestamp: 2/28/2021 8:28:36 AM(UTC-5)

Source App: Native Messages

Body:

I don't have login

From: [REDACTED] Rich Azzopardi

Timestamp: 2/28/2021 8:34:15 AM(UTC-5)

Source App: Native Messages

Body:

For Cuomo, hardball tactics, intimidation and now allegations of harassment

'He has his opinion and he shares it with you. And that is not for everyone ... and it can be bruising'

Brendan J. Lyons, Edward McKinley

Updated: Feb. 28, 2021 6:05 a.m.

ALBANY — The phone rang just before midnight on Jan. 11, 2012. The caller, Howard B. Glaser, who was Gov. Andrew M. Cuomo's bellicose director of state operations, had learned that the U.S.

Environmental Protection Agency had just filed comments unfavorable to the state's impact studies on hydrofracking.

Glaser was on a mission to have the EPA analysis rescinded before the midnight deadline for public comments expired. At that time, the Cuomo administration was on a path to approve the controversial natural gas drilling technique in New York — a position that would be reversed months later. Judith Enck, then the regional administrator for the EPA's Region 2, which includes New York and New Jersey, answered the call.

"This was not your garden-variety threatening someone: He was asking me to withdraw a public document that we had submitted," said Enck, who took detailed notes of the call and shared them with

the Times Union. "I know the Cuomo crew is rough-and-tumble, but to say unless you withdraw this document I'm going to destroy you — that entered a whole new zone. The call was very abusive."

Enck, who said Glaser also threatened to take his fight with her to the media, has never publicly disclosed her account of the incident until now. It was one of several encounters, she said, in which top Cuomo staffers tried to intimidate or silence her when she was the EPA's regional administrator.

Enck is not alone: Cuomo's allegedly menacing style has been spotlighted in the past week since Democratic state Assemblyman Ron Kim, a critic of the Cuomo administration's handling of nursing homes during the pandemic, came forward and said the governor called him personally and threatened to ruin him.

Now, as the administration is facing allegations of sexual harassment against Cuomo and an FBI probe of the alleged mishandling the state's COVID-19 crisis in nursing homes, the governor's political Teflon shows signs of corrosion, with lawmakers, journalists and former staffers coming forward to describe a culture of bullying and intimidation involving Cuomo and his inner circle.

Enck's account also reveals the muscle that Cuomo's administration is known for flexing secretly — including alleged threats to destroy someone's career or reputation — if they stand in his way on an issue or dare criticize his policy-making.

On Thursday, as Cuomo's office scrambled to deal with a former aide's allegations that Cuomo had kissed her without consent in his office and engaged in a pattern of what she described as sexual harassment, his longtime friend and confidant, Steven M. Cohen, convened an abrupt conference call with reporters and sought to justify the governor's tough-guy demeanor.

But many believe the intimidation goes too far, and that there should be an investigation of the sexual harassment allegations against Cuomo by an outside entity, insulated from the governor's influence.

'A New York kinda way'

Enck said that Glaser's demands on that January night included that she call the White House and her supervisor — at nearly midnight — and explain to them how she was "f__ing the governor" politically. She said Glaser also warned that "there were things that the (Obama) White House had been asking them to do," and that her actions were threatening the relationship between the two administrations.

Glaser's ties to Cuomo went back more than two decades: They worked together when Cuomo was President Bill Clinton's housing secretary in the 1990s and then state attorney general starting in 2007. A year after Cuomo was elected governor in 2010, Glaser came on board as director of state operations and remained with the administration until 2014.

"I don't recall the conversation," Glaser said of Enck's account. "If Judi feels I crossed the line in the heat of the moment on a hard-fought issue, I regret doing so."

The following day, Enck said, she received a call from Robert F. Kennedy Jr., who served on a fracking advisory board convened by Cuomo — his former brother-in-law. Kennedy apparently wanted to console her for the difficult call she had received from Glaser the night before.

"Bobby wanted me to tell him if Howard continued to be a problem to let him know — like I'm a damsel in distress," she said. "But here was the real purpose of the call: He wanted to know what I was planning on doing about the midnight call. ... I told him I was very disturbed by the call and was reflecting on what, if anything, I would do about it."

That same day, Enck, who consulted a private attorney about Glaser's alleged threats, said she also took a call from the leader of a national environmental group, who had inexplicably learned about her call with Glaser and wanted to offer support. Like Kennedy, Enck said, the person asked, "Are you going to do anything about it?"

Near the end of 2015, as the state's mishandling of an environmental disaster involving contaminated drinking water in Hoosick Falls came to light, Enck said Cuomo's administration, which often complained about her to the White House and top EPA officials in Washington, D.C., had convinced the agency's leaders to silence her. It came, she said, after she had demanded the state health department stop telling residents in the Rensselaer County community that their water — which was polluted with a toxic manufacturing chemical — was safe to drink.

"The Cuomo press office was peddling the idea it was the EPA who screwed up," she said. "Hoosick Falls was heating up at the same time Flint, Mich., was heating up. The Cuomo people were getting very nervous, particularly about comparisons to Flint. They called EPA Washington and I wouldn't stop working on it, but ... the concession they got was that I would not speak publicly on the issue anymore. ... They did not want me talking to reporters."

Richard Azzopardi, a senior advisor to Cuomo, disputed the claim that the governor's administration had a role in silencing Enck.

"We're not the federal government and the Obama administration owed us nothing; if her supervisors asked her to do something different, that was their decision," he said. "The state was the entity that stepped in and fixed the water crisis and continues to be working with the community closely to monitor the water supply and hold accountable the corporations that caused this contamination in the first place." The administration's hardball tactics also crossed paths with Enck's office in 2014, she said, when a special counsel to Cuomo, J. Alexander Cochran, was livid that the EPA's regional office would not give "comfort letters" to prospective tenants of the former Kodak Park in Rochester. The state's efforts to revitalize the business park that was afflicted with contamination hinged on absolving new companies of any liability for the pollution there.

"They wanted a liability waiver, and we said no," Enck said. "So then it became this unbelievable conflict with the governor's office and with (the state Department of Environmental Conservation)."

In an email from Cochran to two staff members in the EPA's regional office, the Cuomo aide — who is still

with the governor's administration in Washington, D.C. — threatened that they needed to get the matter out of the EPA Region 2 office and deal directly with the EPA administrator — and, if that was unsuccessful, with the Obama White House directly.

"Now is the time to jump in and save the day before we go crazy," Cochran wrote. "It's about to get uncomfortable for everyone in a New York kinda way."

Cochran did not respond to a request for comment for this story.

Azzopardi said Cochran was "frustrated by the red tape that was preventing this project — which converted a blighted brownfield into an economic engine for the entire region, and history has been on our side."

He noted the revitalized business park, "thanks to this administration's efforts has grown from 28 companies in 2011 to over 110 companies with more than 6,600 jobs."

Enck said the encounter was not unique in her interactions with Cuomo's office.

"He creates that culture, (but) it's not just him," she said. "I mean, Howard Glaser felt emboldened to make that phone call because of the culture in the office."

'Gird your loins'

The recent revelations about Cuomo's intimidation of political adversaries — including in his own party — took a dark turn last week when Lindsey Boylan, a former administration aide, published a personal essay that elaborated on her allegations from late last year that Cuomo runs a toxic workplace and sexually harasses women. Boylan alleged that Cuomo, during a flight on the governor's plane, asked her to play strip poker; that he kissed her on the lips without consent at work in 2018; and that he singled her out with other inappropriate remarks.

Boylan, who is running for Manhattan borough president, embedded in her post an email from 2016, when she worked for Cuomo, in which another staffer said that Cuomo had commented that Boylan looked like an ex-girlfriend of his and that they "could be sisters. Except you're the better looking sister."

When Boylan came forward in December with her initial allegations against Cuomo, the Times Union reached out to about 30 women who formerly worked for the governor.

The governor's senior staff quickly became aware of that effort, and reached out to the newspaper repeatedly to ask about it, pointing to other sources of their choosing who might speak on Cuomo's behalf. A few women who used to work for the governor and who had not been contacted by the paper also reached out to a Times Union reporter to offer their favorable perspective of working for Cuomo. Many of those not recruited by the administration, however, described experiences marked by pervasive abuse and bullying. The portrayal of Cuomo seemed particularly harsh among female former staffers who have since left New York politics, juxtaposed against those still in the game who portrayed the demanding workplace as intense but virtuous.

One compared the environment to a high-pressure law firm or financial outfit in Manhattan, saying staffers were frequently screamed at or belittled by senior staff.

Cuomo often singled out a particular male junior staffer for verbal punishment, according to one source, and she said she overheard someone tell him, "Gird your loins — he wants to see you" when he was summoned to Cuomo's office.

"If the advance team got something wrong or there was something out of place in the order of events, or he thought he was going to be speaking at a certain time and then wasn't, Cuomo would scream at whoever he thought was responsible," said the former staffer. "And sometimes it wasn't the person responsible; it was, like, the person easy to yell at."

"You can never say 'no' to the governor — that's just not a word he understands," said a second source. "We are all still working this out in therapy. It's true."

That second person said it was also drilled into new hires never to put anything in writing that could be politically harmful to the governor — and to ensure reporters couldn't access the records through the state Freedom of Information Law. If someone spoke out of turn, the person said, it was widely known that the governor and his staff would "make sure you would never work again in the state of New York."

Also, senior staff members were known to be more aggressive and have the propensity to yell at staffers even more than the governor would, former aides said.

"There was always yelling throughout the entire (Executive) Chamber in my time there, and I always think that it started from the top," the second person said. "I mean, that kind of culture has to start somewhere."

She added that staffers were given BlackBerry phones, and senior aides — particularly Cuomo's former Executive Deputy Secretary Joseph Percoco, who is serving six years in federal prison for bribery and corruption charges related to his official position — would frequently hurl them around the office out of anger.

"Walls would literally shake because people were being yelled at so hard," this woman said. "At one point, a television fell off the wall."

The administration's preference for BlackBerrys — a penchant that endured long after the smartphones faded in popularity — drew rampant speculation.

Law enforcement sources have privately scoffed at the Chamber's decision to use the devices, which are often favored by drug dealers because they have a secure messaging system that bounces between cell towers rather than between computer servers — and accessing those records requires issuing subpoenas to BlackBerry, a Canadian company that has resisted turning over that information to U.S. authorities. (An aide to Cuomo, speaking on background, recounted that Glaser had allegedly dropped his government-issued BlackBerry in a large glass of water before departing the administration in 2014.)

Azzopardi, who has worked for Cuomo for more than eight years, described some of the accounts, including any coordinated efforts to conceal their communications, as "ludicrous."

'He's a tough boss'

All of the female former staffers interviewed by the Times Union requested anonymity to speak for the story, except one: Abbey Collins, now a communications director for the Metropolitan Transportation Authority — an entity controlled by Cuomo. She said her “network” had encouraged her to contact the Times Union.

“There’s definitely ups and there’s definitely downs,” said Collins, who left the administration in 2018 to work on Cuomo’s second re-election campaign. “He’s a tough boss. It’s a tough job, but it’s the place that I’ve learned the most.”

Asked whether Cuomo personally yelled at junior staff, she said, “Again, I think that the governor is a tough boss and he has high expectations.” Asked again to clarify whether she knew of the governor berating aides, she paused for about 10 seconds and said she never “witnessed” him yelling at staffers. At the end of the call, she said, “I know I paused for a while, but I was just racking my brain and you have my answer on that.”

Generally, former employees spoke of the governor personally in positive tones. They said he is remarkably intense — which he has acknowledged — and that he holds people to a high standard; they also noted he was prone to outbursts of anger. But they also said that he was kind in little ways that they found meaningful.

“I did find the governor to be largely, you know, really respectful of me. He did seem, in his own way, to be concerned that we were having fun, that we liked our work,” one source said, pointing to a habit of Cuomo’s to invite junior staffers onto his private elevator if they were boarding at the same time. “I think he really did want in his kind of larger, kind of kinder soul, ... to be happy and didn’t want things to go poorly.”

One source — who worked for many years in a senior role with the governor and who also proactively contacted the Times Union — said, “I can tell you that I personally never heard him raise his voice.”

Notably, Cuomo had lashed out at a reporter publicly about a month before the call with that source.

When other sources were asked to respond to the claim that a senior staffer had never heard the governor raise his voice, they laughed. “That is ridiculous,” one said.

“I would definitely say it’s demanding and a high-pressure work environment... not everyone is cut out for that kind of demanding, high-pressure work,” said another person. “But I wouldn’t question that someone would perceive it as bullying.”

Azzopardi acknowledged the governor has at times been “impatient with partisan politics and disingenuous attacks.”

“The people of this state have known and given the governor their trust for the last 14 years have heard him and looked into his eyes during the darkest period,” he said. We have a top-tier team — many who have been here for years and others who left and then returned — and the governor is direct with people if their work is subpar because the people of New York deserve nothing short of excellence from us.”

From: [REDACTED] Rich Azzopardi
Timestamp: 3/17/2021 1:51:42 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: chats\N
Messages_[REDACTED]@yahoo.com\attachments1992__Library_SMS_Attach_1_43_03_B5C5CD_1_6FE
D35_1
Body:
<https://twitter.com/caseyseiler/status/1366458591406944263?s=21>

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/17/2021 5:21:31 PM(UTC-5)
Source App: Native Messages
Body:
Anyone have Dean Cheng’s number!

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/17/2021 5:21:33 PM(UTC-5)
Source App: Native Messages
Body:
?

From: [REDACTED] Dani Lever
Timestamp: 3/17/2021 5:22:02 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: files\Uncategorized\Dean Chang.vcf
Body:

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/17/2021 5:22:31 PM(UTC-5)
Source App: Native Messages

Body:
Thank you

From: [REDACTED] Dani Lever
Timestamp: 3/2/2021 6:20:43 PM(UTC-5)
Source App: Native Messages

Body:
Mittens sent me this. Obv what we've been pushing but he thinks the entire thing is ridiculous. Something I was thinking if you choose to pass on—the AMC stuff is very similar to allegations against Biden last year. He's a tactile politician, he is used to touching on the shoulder, cheek kisses, etc. it may make some young women uncomfortable and he's learning that, but it shouldn't get someone booted from office. Norms are changing, he never meant anything predatory by it, and that's it. It's how men of a certain age understood how to behave forever, and he'll change. But we move on

From: [REDACTED] Dani Lever
Timestamp: 3/2/2021 7:22:03 PM(UTC-5)
Source App: Native Messages

Body:
Can one of you call me on wnyc and wsj

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 11:53:06 AM(UTC-5)
Source App: Native Messages

Body:
Should we say something about it like these women treated colleagues with respect or something

From: [REDACTED] Rich Azzopardi
Timestamp: 3/3/2021 11:54:03 AM(UTC-5)
Source App: Native Messages

Body:
Did she end up taking the quote ?

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:09:47 PM(UTC-5)
Source App: Native Messages

Body:
No but she has from someone else

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:10:04 PM(UTC-5)
Source App: Native Messages

Body:
She wouldn't let me speak other than on the recording

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:39:40 PM(UTC-5)
Source App: Native Messages

Body:
Maybe it's that you tried to give me a heads up on the mean girls thing

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:39:46 PM(UTC-5)
Source App: Native Messages

Body:
I don't know

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 5:07:41 PM(UTC-5)
Source App: Native Messages

Body:
I know you guys are crazed but did anyone call her?

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 5:07:51 PM(UTC-5)
Source App: Native Messages

Body:
I really want this deployed Dani lever thing out of the story

From: [REDACTED] Dani Lever

Timestamp: 3/3/2021 5:08:09 PM(UTC-5)
Source App: Native Messages
Body:
Like I'm nervous about [REDACTED] knowing I've been working on this etc etc

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 5:08:18 PM(UTC-5)
Source App: Native Messages
Body:
And naming mean girls bullshit

From: Peter Ajemian_!\$!<Other>!\$_ (owner)
Timestamp: 3/3/2021 5:10:05 PM(UTC-5)
Source App: Native Messages
Body:
Rich gave a nice statement about you guys and said mean girls is sexist

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 5:10:33 PM(UTC-5)
Source App: Native Messages
Body:
Loved "Rich gave a nice statement about you guys and said mean girls is sexist "

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 5:10:41 PM(UTC-5)
Source App: Native Messages
Body:
And any update on getting me out of fielding the inquiry

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 5:12:34 PM(UTC-5)
Source App: Native Messages
Body:
I'm also scared will push [REDACTED] and [REDACTED]

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 5:37:21 PM(UTC-5)
Source App: Native Messages
Body:
Guys?

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 5:37:28 PM(UTC-5)
Source App: Native Messages
Body:
Please!

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:05:32 PM(UTC-5)
Source App: Native Messages
Body:
Omg you did it

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:05:34 PM(UTC-5)
Source App: Native Messages
Body:
!!!!!!!

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:05:40 PM(UTC-5)
Source App: Native Messages
Body:
She just texted that my name is out

From: [REDACTED] Rich Azzopardi
Timestamp: 3/3/2021 7:05:45 PM(UTC-5)
Source App: Native Messages
Body:

I talked to her

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:05:51 PM(UTC-5)
Source App: Native Messages
Body:
Rich I could kiss you but it seems like bad form this week

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:06:00 PM(UTC-5)
Source App: Native Messages
Body:
Both cheeks

From: [REDACTED] Rich Azzopardi
Timestamp: 3/3/2021 7:06:07 PM(UTC-5)
Source App: Native Messages
Body:
Loved "Rich I could kiss you but it seems like bad form this week"

From: [REDACTED] Rich Azzopardi
Timestamp: 3/3/2021 7:07:33 PM(UTC-5)
Source App: Native Messages
Body:
I told her you were tough not mean

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:07:58 PM(UTC-5)
Source App: Native Messages
Body:
But she took out the fielding the press call thing

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:08:33 PM(UTC-5)
Source App: Native Messages
Body:
Did she say I was mean to her lol

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:08:39 PM(UTC-5)
Source App: Native Messages
Body:
Or you mean mean girls

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:08:41 PM(UTC-5)
Source App: Native Messages
Body:
Lollll

From: [REDACTED] Rich Azzopardi
Timestamp: 3/3/2021 7:09:04 PM(UTC-5)
Source App: Native Messages
Body:
Yes I said I gave you a heads up because you were sensitive to that in previous reporting. She emailed us after hours yesterday but I always intended on getting back to you

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:16:06 PM(UTC-5)
Source App: Native Messages
Body:
Loved "Yes I said I gave you a heads up because you were sensitive to that in previous reporting. She emailed us after hours yesterday but I always intended on getting back to you"

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:16:33 PM(UTC-5)
Source App: Native Messages
Body:
Luhhhh you

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 7:16:38 PM(UTC-5)
Source App: Native Messages
Body:
#cheeks

From: [REDACTED] Rich Azzopardi
Timestamp: 3/3/2021 7:16:45 PM(UTC-5)
Source App: Native Messages
Body:
Liked "#cheeks "

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 3/3/2021 8:41:45 PM(UTC-5)
Source App: Native Messages
Body:
Liked "Yes I said I gave you a heads up because you were sensitive to that in previous reporting. She emailed us after hours yesterday but I always intended on getting back to you"

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 3/3/2021 8:41:50 PM(UTC-5)
Source App: Native Messages
Body:
Good job rich

From: [REDACTED] Rich Azzopardi
Timestamp: 3/4/2021 8:15:40 AM(UTC-5)
Source App: Native Messages
Attachments:
#1: files\Image\378375A8-F656-4A8D-98E3-4AA816240B9F.pluginPayloadAttachment
#2: files\Image\3B085372-F667-4C32-A963-B16EF43DA37B.pluginPayloadAttachment
Body:
<https://t.co/TD7bjluydb>

From: [REDACTED] Rich Azzopardi
Timestamp: 3/4/2021 8:15:41 AM(UTC-5)
Source App: Native Messages
Body:
Stupid.

From: [REDACTED] Dani Lever
Timestamp: 3/4/2021 8:20:15 AM(UTC-5)
Source App: Native Messages
Body:
"We're all kind of waking up to the fact that we were in a cult."

From: [REDACTED] Dani Lever
Timestamp: 3/4/2021 8:20:23 AM(UTC-5)
Source App: Native Messages
Body:
Azzo you went off script

From: [REDACTED] Dani Lever
Timestamp: 3/4/2021 8:20:26 AM(UTC-5)
Source App: Native Messages
Body:
I feel seen

From: [REDACTED] Rich Azzopardi
Timestamp: 3/4/2021 8:20:56 AM(UTC-5)
Source App: Native Messages
Body:
Liked ""We're all kind of waking up to the fact that we were in a cult.""

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From: [REDACTED] Rich Azzopardi
Timestamp: 3/6/2021 12:53:35 PM(UTC-5)
Source App: Native Messages
Body:
Yikes

From: [REDACTED] Rich Azzopardi
Timestamp: 3/6/2021 12:53:39 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: chats\Native
Messages_[REDACTED]@yahoo.com\attachments1992__Library_SMS_Attach_1_ee_14_415DF4_1_C230
D3_1
#2: files\Image\3D5C0774-3DD9-406F-B371-10BDB2CAF951.pluginPayloadAttachment
Body:
<https://t.co/K1RwnU8jGv>

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/6/2021 12:54:24 PM(UTC-5)
Source App: Native Messages
Body:
Wtf

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/6/2021 1:28:02 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: chats\Native
Messages_[REDACTED]@yahoo.com\attachments1992__Library_SMS_Attach_1_98_08_0E15E1_1_2834
FC_1
#2:
files\Image\87E14D05-7D5D-412D-8CDB-8F787EA2ECA0.B4FCC6C6-06EE-422F-839C-8CEC55E55E6
2.pluginPayloadAttachment
Body:
<https://www.nytimes.com/2021/03/06/nyregion/cuomo-crisis-sexual-harassment.html>

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/6/2021 2:15:59 PM(UTC-5)
Source App: Native Messages
Body:
Did she just call me and Rich incapable?

From: [REDACTED] Dani Lever
Timestamp: 3/6/2021 2:16:10 PM(UTC-5)
Source App: Native Messages
Body:
No it's the amount of incoming

From: [REDACTED] Rich Azzopardi
Timestamp: 3/6/2021 5:58:11 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: files\Image\IMG_2172.heic
Body:

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/6/2021 6:05:43 PM(UTC-5)
Source App: Native Messages
Body:
Lol

From: [REDACTED] Dani Lever
Timestamp: 3/6/2021 9:25:18 PM(UTC-5)
Source App: Native Messages
Body:
Did anyone get on that call?

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/6/2021 9:35:26 PM(UTC-5)
Source App: Native Messages
Body:
Yeah

From: [REDACTED] Dani Lever
Timestamp: 3/6/2021 9:51:27 PM(UTC-5)
Source App: Native Messages
Body:
Anything happen

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/6/2021 9:51:49 PM(UTC-5)
Source App: Native Messages
Body:
Consensus is go on offensive. Done hide. This has jumped the shark

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/6/2021 9:51:54 PM(UTC-5)
Source App: Native Messages
Body:
Don't hide

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Start Time: 4/14/2020 6:31:27 AM(UTC-4)

Last Activity: 5/10/2021 3:19:00 PM(UTC-4)

Participants: [redacted] Dani Lever, [redacted]@yahoo.com Peter Ajemian

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From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 2/24/2021 12:04:18 PM(UTC-5)
Source App: Native Messages

Body:

"This is an ongoing and transparent attempt by Lindsey Boylan to advance her political campaign with false accusations and lies about this administration. Her previous claims that she had tried to quit the administration were already proven false as she resigned after being counseled for abuse and harassment of three different female subordinates after which she unsuccessfully asked for her job back-- beyond that, these are more politically motivated fabrications and we are not going to dignify them."

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:06:08 PM(UTC-5)
Source App: Native Messages

Body:
Reading

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:07:15 PM(UTC-5)
Source App: Native Messages

Body:
I think it just be a blanket Denison

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:07:17 PM(UTC-5)
Source App: Native Messages

Body:
Denial

From: [REDACTED] Dani Lever

Timestamp: 2/24/2021 12:07:28 PM(UTC-5)

Source App: Native Messages

Body:

And not get into all this other things

From: [REDACTED] Dani Lever

Timestamp: 2/24/2021 12:07:33 PM(UTC-5)

Source App: Native Messages

Body:

And maybe the last line

From: [REDACTED] Dani Lever

Timestamp: 2/24/2021 12:07:41 PM(UTC-5)

Source App: Native Messages

Body:

Actually not the last lone

From: [REDACTED] Dani Lever

Timestamp: 2/24/2021 12:07:49 PM(UTC-5)

Source App: Native Messages

Body:

These aren't political attacks

From: [REDACTED] Dani Lever

Timestamp: 2/24/2021 12:08:35 PM(UTC-5)

Source App: Native Messages

Body:

And I'm scared the women's groups are going to freak out with this

From: [REDACTED] Dani Lever

Timestamp: 2/24/2021 12:08:39 PM(UTC-5)

Source App: Native Messages

Body:

Tell her to call Lis

From: [REDACTED] Dani Lever

Timestamp: 2/24/2021 12:09:06 PM(UTC-5)

Source App: Native Messages

Body:

What did Charlotte say?

From: Peter Ajemian_!\$!<Other>!\$_ (owner)

Timestamp: 2/24/2021 12:09:30 PM(UTC-5)

Source App: Native Messages

Body:

Yeah they are going to kill us and me

From: [REDACTED] Dani Lever

Timestamp: 2/24/2021 12:09:52 PM(UTC-5)

Source App: Native Messages

Body:

Well the statement just doesn't woke

From: [REDACTED] Dani Lever

Timestamp: 2/24/2021 12:10:01 PM(UTC-5)

Source App: Native Messages

Body:

What do Lis and josh say?

From: Peter Ajemian_!\$!<Other>!\$_ (owner)

Timestamp: 2/24/2021 12:12:58 PM(UTC-5)

Source App: Native Messages

Attachments:

#1: chats\N

Messages_[REDACTED]@yahoo.com\attachments5054__Library_SMS_Attach_1_cc_12_605C96_1_8F59
51_1

Body:

https://twitter.com/_char_bennett_/status/1364613777023451136?s=10

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:15:13 PM(UTC-5)
Source App: Native Messages
Body:
Ok less bad than could be

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 12:15:37 PM(UTC-5)
Source App: Native Messages
Body:
But we can't attack Lindsay if Charlotte is backing her up

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 12:15:43 PM(UTC-5)
Source App: Native Messages
Body:
Or it's much harder

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:15:46 PM(UTC-5)
Source App: Native Messages
Body:
No also it's the wrong move

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:15:51 PM(UTC-5)
Source App: Native Messages
Body:
Who else is she speaking to

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 12:26:28 PM(UTC-5)
Source App: Native Messages
Body:
Apparently Robbie Kaplan thinks it's ok to go on offense

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:26:45 PM(UTC-5)
Source App: Native Messages
Body:
I pinged lis and josh to get involved

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:27:00 PM(UTC-5)
Source App: Native Messages
Body:
That makes me feel better

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 12:27:02 PM(UTC-5)
Source App: Native Messages
Body:
What does Lis think?

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:57:26 PM(UTC-5)
Source App: Native Messages
Body:
Where are we

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 12:57:31 PM(UTC-5)
Source App: Native Messages
Body:
She was trying to take the temp down

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 12:57:48 PM(UTC-5)
Source App: Native Messages

Body:
Good ty

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 1:18:15 PM(UTC-5)
Source App: Native Messages
Body:
Hold on a second on my statement

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 1:18:23 PM(UTC-5)
Source App: Native Messages
Body:
Shouldn't be a problem but she is flagging

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 1:42:29 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: chats\N
Messages [REDACTED]@yahoo.com\attachments5054_Library_SMS_Attach_1_f3_03_8B5188_1_Screen_1.jpeg
Body:

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 5:11:20 PM(UTC-5)
Source App: Native Messages
Body:
Are you guys on a call without me and rich?

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 6:54:45 PM(UTC-5)
Source App: Native Messages
Body:
Sorry was on phone when u called

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 7:03:29 PM(UTC-5)
Source App: Native Messages
Body:
It's ok

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 7:03:33 PM(UTC-5)
Source App: Native Messages
Body:
Are you free now cm

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 7:03:43 PM(UTC-5)
Source App: Native Messages
Body:
Or still with everyone

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 7:07:29 PM(UTC-5)
Source App: Native Messages
Body:
At pool house with rich and mdr

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 7:19:56 PM(UTC-5)
Source App: Native Messages
Body:
Is she mad at me

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/24/2021 7:20:04 PM(UTC-5)
Source App: Native Messages

Body:
Who?

From: [REDACTED] Dani Lever
Timestamp: 2/24/2021 7:20:45 PM(UTC-5)
Source App: Native Messages

Body:
Melissa for not being able to put my name on the [REDACTED] statement

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 2/24/2021 7:30:56 PM(UTC-5)
Source App: Native Messages

Body:
No she didn't even mention it to me. I didn't even know that was a thing

From: [REDACTED] Dani Lever
Timestamp: 2/25/2021 12:22:19 PM(UTC-5)
Source App: Native Messages

Body:
Redacted in Original Production [REDACTED] says Hey just wanted to let you know News 12 Long Island is running that statement from Caitlin but attributing it to you

From: [REDACTED] Dani Lever
Timestamp: 2/25/2021 12:22:24 PM(UTC-5)
Source App: Native Messages

Body:
Can we fix please!

Redacted in Original Production

From: [REDACTED] Dani Lever
Timestamp: 2/25/2021 12:22:36 PM(UTC-5)
Source App: Native Messages

Body:
But can you have someone call

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 2/25/2021 12:22:49 PM(UTC-5)
Source App: Native Messages

Body:
Yes!

Redacted in Original Production

From: [REDACTED] Dani Lever
Timestamp: 2/25/2021 12:24:11 PM(UTC-5)
Source App: Native Messages
Body:
On TV, news 12 is showing the Caitlin statement yesterday
"As we said before, Ms. Boylan's claims of inappropriate behavior are quite simply false."
But attributing it to you
-Dani Lever, press secretary

Redacted in Original Production

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 2/25/2021 12:31:19 PM(UTC-5)
Source App: Native Messages
Body:
[REDACTED] is fixing now

From: [REDACTED] Dani Lever
Timestamp: 2/25/2021 12:35:54 PM(UTC-5)
Source App: Native Messages
Body:
Anything really bad happening

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 2/25/2021 12:46:29 PM(UTC-5)
Source App: Native Messages
Body:
Steve Cohen did a conf call! Was good actually

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 2/25/2021 9:22:50 PM(UTC-5)
Source App: Native Messages
Body:
This convo is rich

From: [REDACTED] Dani Lever
Timestamp: 2/25/2021 9:23:17 PM(UTC-5)
Source App: Native Messages
Body:
Beyond

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 2/25/2021 9:24:46 PM(UTC-5)
Source App: Native Messages
Body:
I can't

From: [REDACTED] Dani Lever
Timestamp: 2/25/2021 9:25:33 PM(UTC-5)
Source App: Native Messages

Body:
We gotta shut it down

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/25/2021 9:27:08 PM(UTC-5)
Source App: Native Messages
Body:
That was peak everybody

From: [REDACTED] Dani Lever
Timestamp: 2/25/2021 9:27:22 PM(UTC-5)
Source App: Native Messages
Body:
That was peak !!!

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 10:19:03 AM(UTC-5)
Source App: Native Messages
Body:
Was there a call about this last night where there was a statement drafted

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 10:19:36 AM(UTC-5)
Source App: Native Messages
Body:
Yes

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 10:20:27 AM(UTC-5)
Source App: Native Messages
Body:
What was that statement

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 11:19:33 AM(UTC-5)
Source App: Native Messages
Body:
I'm crying

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 11:19:46 AM(UTC-5)
Source App: Native Messages
Body:
I know this is a lot

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 11:19:52 AM(UTC-5)
Source App: Native Messages
Body:
There is nuance here

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 11:28:08 AM(UTC-5)
Source App: Native Messages
Body:
Ok now no

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 11:28:17 AM(UTC-5)
Source App: Native Messages
Body:
There is no nuance

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 2/27/2021 11:28:30 AM(UTC-5)
Source App: Native Messages
Body:
I'm resigning

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 11:29:21 AM(UTC-5)
Source App: Native Messages
Body:
I can't

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 2/27/2021 11:40:27 AM(UTC-5)
Source App: Native Messages
Body:
Lis didn't hear that whole thing

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 3:06:30 PM(UTC-5)
Source App: Native Messages
Body:
Where did we land with getting an apology in?

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 3:40:12 PM(UTC-5)
Source App: Native Messages
Body:
What's up

From: [REDACTED] Dani Lever
Timestamp: 2/27/2021 4:25:51 PM(UTC-5)
Source App: Native Messages
Body:
I'm going on a walk everything ok

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 2/27/2021 4:26:02 PM(UTC-5)
Source App: Native Messages
Body:
Yeah

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 2/27/2021 4:26:08 PM(UTC-5)
Source App: Native Messages
Body:
Good idea I'm gonna do same

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 2/28/2021 9:00:16 AM(UTC-5)
Source App: Native Messages
Attachments:
#1: files\Image\Screenshot 2021-02-28 at 8.59.58 AM.jpeg
Body:

From: [REDACTED] Dani Lever
Timestamp: 2/28/2021 10:10:22 AM(UTC-5)
Source App: Native Messages
Body:
I'm like sort of freaking out

From: [REDACTED] Dani Lever
Timestamp: 2/28/2021 10:10:26 AM(UTC-5)
Source App: Native Messages
Body:
What if Lindsay attacks me

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 2/28/2021 10:12:24 AM(UTC-5)
Source App: Native Messages
Body:
It doesn't matter. Everyone knows who she is and they know who you are.

From: [REDACTED] Dani Lever
Timestamp: 2/28/2021 10:17:44 AM(UTC-5)

Source App: Native Messages

Body:

I'll call right back

From: [REDACTED] Dani Lever

Timestamp: 2/28/2021 10:17:52 AM(UTC-5)

Source App: Native Messages

Body:

Are you calling up calm me down

From: Peter Ajemian, \$!<Other>!\$_ (owner)

Timestamp: 2/28/2021 10:20:14 AM(UTC-5)

Source App: Native Messages

Body:

Yes

From: Peter Ajemian, \$!<Other>!\$_ (owner)

Timestamp: 2/28/2021 10:20:23 AM(UTC-5)

Source App: Native Messages

Body:

It's not just mean girls

From: [REDACTED] Dani Lever

Timestamp: 2/28/2021 4:09:11 PM(UTC-5)

Source App: Native Messages

Body:

Did we handle the AG?

From: Peter Ajemian, \$!<Other>!\$_ (owner)

Timestamp: 2/28/2021 4:09:25 PM(UTC-5)

Source App: Native Messages

Body:

No

Redacted in Original Production

Redacted in Original Production

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 11:56:24 AM(UTC-5)
Source App: Native Messages
Body:
What's the update

From: Peter Ajemian <\$!<Other>!\$> (owner)
Timestamp: 3/1/2021 11:57:06 AM(UTC-5)
Source App: Native Messages
Body:
MDR has a statement in her voice that she's kicking around - it's really good

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 11:57:15 AM(UTC-5)
Source App: Native Messages
Body:
What is it

From: Peter Ajemian <\$!<Other>!\$> (owner)
Timestamp: 3/1/2021 11:57:16 AM(UTC-5)
Source App: Native Messages
Body:
She read it to me and rich

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 11:57:24 AM(UTC-5)
Source App: Native Messages
Body:
What were toplines

From: Peter Ajemian <\$!<Other>!\$> (owner)
Timestamp: 3/1/2021 11:59:01 AM(UTC-5)
Source App: Native Messages
Body:
Key points are
I worked very hard to get where I am today
I'm aware of the sexist misogynistic rumors flying around Albany for years
The fact is the Gov and I have been close personal friends and colleagues for 10 years
Denies romantic relationship

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 11:59:21 AM(UTC-5)
Source App: Native Messages
Body:

Liked "Key points are
I worked very hard to get where I am today
I'm aware of the sexist misogynistic rumors flying around Albany for years
The fact is the Gov and I have been close personal friends and colleagues for 10 years
Denies romantic relationship"

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 12:32:03 PM(UTC-5)
Source App: Native Messages
Body:
Did you get more time

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 12:32:20 PM(UTC-5)
Source App: Native Messages
Body:
Yeah 2

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 12:32:32 PM(UTC-5)
Source App: Native Messages
Body:
What's happening is she freaking out

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 2:13:16 PM(UTC-5)
Source App: Native Messages
Body:
I'm trying to get that line knocked out of the story

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 2:14:31 PM(UTC-5)
Source App: Native Messages
Body:
What line?

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 2:15:09 PM(UTC-5)
Source App: Native Messages
Body:
About him moving his hand up her thigh

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 2:25:43 PM(UTC-5)
Source App: Native Messages
Body:
Send me the link?

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 2:25:46 PM(UTC-5)
Source App: Native Messages
Body:
Is it up

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 2:26:24 PM(UTC-5)
Source App: Native Messages
Body:
No I'm fighting with them to get it cut before it's published

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 2:26:31 PM(UTC-5)
Source App: Native Messages
Body:
Oh good

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 2:32:50 PM(UTC-5)
Source App: Native Messages

Body:
Line is out

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 2:32:59 PM(UTC-5)
Source App: Native Messages
Body:
Good job Peter

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 2:33:19 PM(UTC-5)
Source App: Native Messages
Body:
On w MDR

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 2:33:23 PM(UTC-5)
Source App: Native Messages
Body:
Thank you

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 2:33:27 PM(UTC-5)
Source App: Native Messages
Body:
Judy helped me

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 3:19:12 PM(UTC-5)
Source App: Native Messages
Body:
What now

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 3:53:42 PM(UTC-5)
Source App: Native Messages
Body:
That line is out but now Judy and I are trying to understand whether they are suggesting that one of the photos looks like he's going to do that - which would obviously be equally defamatory

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 9:44:03 PM(UTC-5)
Source App: Native Messages
Body:
Omg...rich...

From: [REDACTED] Dani Lever
Timestamp: 3/1/2021 9:48:37 PM(UTC-5)
Source App: Native Messages
Body:
Omg so scary

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/1/2021 9:53:36 PM(UTC-5)
Source App: Native Messages
Body:
This is every night

From: Peter Ajemian \$!<Other>!\$ (owner)
Timestamp: 3/2/2021 10:55:19 AM(UTC-5)
Source App: Native Messages
Body:
You staying down?

From: [REDACTED] Dani Lever
Timestamp: 3/2/2021 11:12:23 AM(UTC-5)
Source App: Native Messages
Body:
Yes

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:21:10 PM(UTC-5)
Source App: Native Messages
Body:
I know it's not a big deal but I'm so upset about this mean girls thing

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:21:20 PM(UTC-5)
Source App: Native Messages
Body:
I never treated anyone poorly I dont get it

From: Peter Ajemian _\$!<Other>!\$_ (owner)
Timestamp: 3/3/2021 12:21:34 PM(UTC-5)
Source App: Native Messages
Body:
I know. I'm sorry. Of course you didn't.

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:21:46 PM(UTC-5)
Source App: Native Messages
Body:
And that I fucking called her

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:21:53 PM(UTC-5)
Source App: Native Messages
Body:
Like you guys sent me the inquest

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:21:56 PM(UTC-5)
Source App: Native Messages
Body:
Inquiry

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:22:18 PM(UTC-5)
Source App: Native Messages
Body:
Can someone please call her

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:22:21 PM(UTC-5)
Source App: Native Messages
Body:
And try to get it out

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:32:45 PM(UTC-5)
Source App: Native Messages
Body:
That you guys sent it to me

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 12:32:57 PM(UTC-5)
Source App: Native Messages
Body:
And I called on behalf of the gov's office

From: [REDACTED] Dani Lever
Timestamp: 3/3/2021 2:41:44 PM(UTC-5)
Source App: Native Messages
Body:
I know you are crazed but any luck on wny

From: Peter Ajemian _\$!<Other>!\$_ (owner)
Timestamp: 3/3/2021 3:12:00 PM(UTC-5)

Source App: Native Messages

Body:

Rich is dealing with it

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 3/3/2021 3:12:10 PM(UTC-5)

Source App: Native Messages

Body:

I'm dealing with a times thing

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 3/5/2021 7:10:46 AM(UTC-5)

Source App: Native Messages

Body:

On w Beth

From: [REDACTED] Dani Lever

Timestamp: 3/5/2021 7:26:35 AM(UTC-5)

Source App: Native Messages

Body:

If hung up

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 3/5/2021 7:26:35 AM(UTC-5)

Source App: Native Messages

Body:

It won't let me add you. Want me to ask them to add you?

From: [REDACTED] Dani Lever

Timestamp: 3/5/2021 7:26:52 AM(UTC-5)

Source App: Native Messages

Body:

Sure

From: [REDACTED] Dani Lever

Timestamp: 3/5/2021 7:27:26 AM(UTC-5)

Source App: Native Messages

Body:

Just EA #2 you mean

From: [REDACTED] Dani Lever

Timestamp: 3/5/2021 6:44:25 PM(UTC-5)

Source App: Native Messages

Attachments:

#1: files\Image\IMG_3817.heic

Body:

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 3/5/2021 7:58:03 PM(UTC-5)

Source App: Native Messages

Body:

Liked an image

From: [REDACTED] Dani Lever

Timestamp: 3/5/2021 8:41:50 PM(UTC-5)

Source App: Native Messages

Body:

Sorry just finishing up work work

From: [REDACTED] Dani Lever

Timestamp: 3/5/2021 8:41:53 PM(UTC-5)

Source App: Native Messages

Body:

Can call back soon

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 3/5/2021 8:42:08 PM(UTC-5)

Source App: Native Messages

Body:

K

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/6/2021 11:18:53 PM(UTC-5)
Source App: Native Messages
Body:
What do you think?

From: [REDACTED] Dani Lever
Timestamp: 3/7/2021 8:01:48 AM(UTC-5)
Source App: Native Messages
Body:
Allegations were really minimal but Scared or the electeds

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/8/2021 9:38:41 PM(UTC-5)
Source App: Native Messages
Attachments:
#1: chats\N
Messages_[REDACTED]@yahoo.com\attachments5054_Library_SMS_Attach_1_0b_11_A0B644_1_CE8
5EF_1
#2:
files\image\132D8806-40F6-4E54-AF10-57D480138E2F.964FD5CA-12E7-4B04-A9F2-5C49B8A0D418.p
luginPayloadAttachment
Body:
<https://www.nytimes.com/2021/03/08/nyregion/cuomo-book.html>

From: [REDACTED] Dani Lever
Timestamp: 3/8/2021 9:47:51 PM(UTC-5)
Source App: Native Messages
Body:
Call me

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/10/2021 5:19:22 PM(UTC-5)
Source App: Native Messages
Body:
Can you talk or are you on the other call?

From: [REDACTED] Dani Lever
Timestamp: 3/10/2021 5:19:46 PM(UTC-5)
Source App: Native Messages
Body:
I'm on a work call

From: [REDACTED] Dani Lever
Timestamp: 3/10/2021 5:19:51 PM(UTC-5)
Source App: Native Messages
Body:
Can talk at 530

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/10/2021 5:20:06 PM(UTC-5)
Source App: Native Messages
Body:
Ok

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/10/2021 8:10:59 PM(UTC-5)
Source App: Native Messages
Body:
On w [REDACTED]. Want me to put you in?

From: [REDACTED] Dani Lever
Timestamp: 3/10/2021 8:35:29 PM(UTC-5)
Source App: Native Messages
Body:
This is crazy

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/10/2021 8:45:26 PM(UTC-5)
Source App: Native Messages
Body:
Call me

From: [REDACTED] Dani Lever
Timestamp: 3/10/2021 10:07:17 PM(UTC-5)
Source App: Native Messages
Body:
Tried you back

From: [REDACTED] Dani Lever
Timestamp: 3/11/2021 8:51:10 PM(UTC-5)
Source App: Native Messages
Body:
What's going on?

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/11/2021 8:52:51 PM(UTC-5)
Source App: Native Messages
Body:
I'm having dinner with [REDACTED]

From: [REDACTED] Dani Lever
Timestamp: 3/11/2021 9:00:14 PM(UTC-5)
Source App: Native Messages
Body:
Loved "I'm having dinner with [REDACTED]"

From: [REDACTED] Dani Lever
Timestamp: 3/14/2021 2:14:37 PM(UTC-4)
Source App: Native Messages
Body:
In a call

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/14/2021 2:16:50 PM(UTC-4)
Source App: Native Messages
Body:
What call?

From: [REDACTED] Dani Lever
Timestamp: 3/15/2021 12:03:59 AM(UTC-4)
Source App: Native Messages
Body:



From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/15/2021 10:34:11 AM(UTC-4)
Source App: Native Messages
Body:
I did it. But she had me on speaker and at least Stephanie heard me say it too.

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/16/2021 1:53:48 PM(UTC-4)
Source App: Native Messages
Body:
Do you know if there are any comms opportunities at Facebook?

From: [REDACTED] Dani Lever
Timestamp: 3/16/2021 2:54:13 PM(UTC-4)
Source App: Native Messages
Body:
I will ask!!

From: [REDACTED] Dani Lever
Timestamp: 3/16/2021 2:54:17 PM(UTC-4)
Source App: Native Messages

Body:
For sure

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/16/2021 2:55:47 PM(UTC-4)
Source App: Native Messages
Body:
Thank youuuu

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/16/2021 2:55:56 PM(UTC-4)
Source App: Native Messages
Body:
I emailed you my resume

From: [REDACTED] Dani Lever
Timestamp: 3/18/2021 10:21:59 PM(UTC-4)
Source App: Native Messages
Body:
♥

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/18/2021 10:22:19 PM(UTC-4)
Source App: Native Messages
Body:
♥

From: [REDACTED] Dani Lever
Timestamp: 3/18/2021 10:22:23 PM(UTC-4)
Source App: Native Messages
Body:
I'll call tomorrow but GREAT job

From: [REDACTED] Dani Lever
Timestamp: 3/18/2021 10:22:27 PM(UTC-4)
Source App: Native Messages
Body:
GREAT

From: [REDACTED] Dani Lever
Timestamp: 3/18/2021 10:22:30 PM(UTC-4)
Source App: Native Messages
Body:
Phenom

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/18/2021 10:23:09 PM(UTC-4)
Source App: Native Messages
Body:
Thank you. Seriously it was a team effort

From: [REDACTED] Dani Lever
Timestamp: 3/18/2021 10:45:00 PM(UTC-4)
Source App: Native Messages
Body:
No it wasn't

From: [REDACTED] Dani Lever
Timestamp: 3/18/2021 10:45:04 PM(UTC-4)
Source App: Native Messages
Body:
Great job

From: [REDACTED] Dani Lever
Timestamp: 3/18/2021 10:45:11 PM(UTC-4)
Source App: Native Messages
Body:
You should feel really good

From: [REDACTED] Dani Lever
Timestamp: 3/18/2021 10:45:16 PM(UTC-4)
Source App: Native Messages
Body:
That was silly

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:46:02 PM(UTC-4)
Source App: Native Messages
Body:
Thank you my dear. Means a lot from you

From: [REDACTED] Dani Lever
Timestamp: 3/19/2021 2:42:27 PM(UTC-4)
Source App: Native Messages
Body:
Could you possibly send me jimmy story

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/19/2021 2:52:12 PM(UTC-4)
Source App: Native Messages

Attachments:
#1: files\Image\im-313793.jpg
#2: files\Image\im-313771.jpg
#3: files\Image\030321.cuomo.accusations2_960x540.jpg

Body:
Gov. Andrew Cuomo Aides, Retaliation Accusations Are Part of Investigation
Investigators questioned three former aides over how senior officials responded to sexual-harassment accusations

By and March 19, 2021 11:48 am ET

Gov. Andrew Cuomo attending an event at his office Thursday in New York City.

Photo: Pool/Getty Images

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6 minutes

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The New York state investigation into whether Gov. Andrew Cuomo sexually harassed multiple women is also looking at whether his top officials enabled the behavior, how the administration handled the complaints, and whether it took steps to intimidate his accusers, according to the women and their lawyers.

As part of the probe being overseen by state Attorney General Letitia James, investigators have in recent days interviewed at least three former aides to the governor, Charlotte Bennett, Lindsey Boylan and Ana Liss. The women have accused Mr. Cuomo of either sexual harassment or inappropriate behavior while they worked for the state.

They and their representatives said that in the interviews, investigators asked about Mr. Cuomo's behavior, how complaints were handled and about subsequent actions by senior aides in the governor's administration which some of the women say they saw as retaliation.

Cuomo Under Pressure

•Cuomo Administration Probed Over Nursing-Home Covid-19 Liability Immunity

"We have been assured the investigation is going to look at all of the issues," said Debra Katz, Ms. Bennett's attorney.

Ms. Bennett's legal team said officials in the governor's Executive Chamber didn't follow procedures set up under New York state law after Ms. Bennett complained to Mr. Cuomo's chief of staff that the governor had asked questions about her sex life during a June 5 meeting in his office.

A New York law, signed by Mr. Cuomo in 2018, as well as the handbook for employees of New York state agencies mandate any sexual-harassment complaint be investigated by the Governor's Office for Employee Relations. It also says any supervisor who observes or becomes aware of such conduct must report it. Ms. Bennett was never contacted by the Governor's Office for Employee Relations, her lawyers say.

Investigators for the attorney general asked Ms. Bennett whether the chief of staff discussed filing a formal complaint after she initially reported the governor's alleged behavior, said attorney Jessica Westerman, a member of Ms. Bennett's legal team.

Mr. Cuomo has previously said he never touched anyone inappropriately. He has said Ms. Boylan's claims are untrue. He has apologized if his workplace behavior made anyone uncomfortable.

The governor said in a press call on Wednesday that he wouldn't talk about the allegations while Ms. James's inquiry and an impeachment investigation being undertaken by the state Assembly are pending. New York state Attorney General Letitia James is overseeing an investigation of the accusations against Gov. Andrew Cuomo.

Photo: Kathy Willens/Associated Press

Rich Azzopardi, the governor's senior adviser, referred to Mr. Cuomo's statement on Wednesday and declined further comment. The Governor's Office of Employee Relations didn't respond to a request for comment.

Ms. Boylan discussed the release of her personnel records during an interview with Ms. James's investigators on Saturday, Ms. Boylan's attorney, Jill Basinger, said in an email. Several media outlets referenced Ms. Boylan's personnel records in their reporting after she said on Twitter in December that Mr. Cuomo sexually harassed her. She left the administration in 2018.

On Wednesday, Mr. Cuomo said during the press call that the release of Ms. Boylan's personnel records was "one of the issues that is going to be reviewed by the Assembly and the attorney general and I want them to do their review and let them determine the facts, and let them take it from there."

In December, a circle of Mr. Cuomo's close advisers drafted a letter containing references to the personnel records and circulated it to former officials for their signatures, according to people familiar with the matter and a draft of the letter reviewed by The Wall Street Journal.

The letter, whose existence was first reported by the New York Times, wasn't released publicly after several former officials refused to sign it, the people said. Ms. Basinger didn't answer when asked if investigators brought up the letter during their interview with Ms. Boylan.

"We are pleased with the scope of the investigation and the thoughtfulness and thoroughness of their questioning," Ms. Basinger said.

Earlier

Gov. Cuomo Apologizes but Won't Resign, He Says at Press Conference

Sound OnCreated with sketchtool.

0:00 / 3:13

Gov. Cuomo Apologizes but Won't Resign, He Says at Press Conference

At a March 3 press conference following allegations of sexual harassment and calls from some to resign, New York Gov. Andrew Cuomo said he apologized if he offended anyone or caused anyone pain by past actions, but he said he isn't going to resign. Photo: Office of Governor Andrew M. Cuomo

Ms. Liss said investigators in the attorney general probe asked about a phone call she received in December from Mr. Azzopardi after Ms. Boylan's Twitter posts.

Ms. Liss, who hadn't worked for the administration since 2015, has said she viewed the call as intimidation. Mr. Azzopardi has said calls by the governor's associates to Ms. Liss and other former administration officials weren't meant as intimidation, but were part of an organic effort to check in with former colleagues who might have heard from Ms. Boylan.

Investigators for the attorney general also asked Ms. Bennett whether she was aware of her own personnel file being sent anywhere, according to Ms. Westerman, her attorney. She wasn't aware, Ms. Westerman said.

Ms. Bennett has said that she initially complained about Mr. Cuomo to his chief of staff, Jill DesRosiers, on June 10. Later that month, she discussed the harassment accusations with Judith Mogul, the governor's special counsel. The conduct described to both Ms. Mogul and Ms. DesRosiers "obviously falls within the definition of sexual harassment in the employee handbook," said Ms. Westerman.

According to Ms. Westerman, Ms. Bennett told investigators that she had been transferred to a new role after speaking to Ms. DesRosiers and when she voiced fears about retaliation, Ms. Mogul said the office didn't need to investigate her complaint because the governor was just mentoring her.

Ms. Bennett left the Cuomo administration in November. Ms. Westerman said Ms. Bennett told investigators that before she resigned, Ms. Mogul asked if there was any other position she wanted.

Ms. Mogul in a statement Friday said, "This characterization of our conversations is not true. As I have previously stated the documents will reflect that I acted consistently with the information provided at the time, the requirements of the law, and Charlotte's wishes."

Ms. DesRosiers wasn't immediately available for comment.

Cuomo Under Fire

New York Gov. Andrew Cuomo faces investigations of sexual harassment accusations and his handling of pandemic-related nursing home data.

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From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 3/29/2021 4:10:12 PM(UTC-4)

Source App: Native Messages

Body:

No i just texted. But Brynn Gingras from CNN just reached out to me as well. WTF

From: [REDACTED] Dani Lever

Timestamp: 3/29/2021 4:33:44 PM(UTC-4)

Source App: Native Messages

Body:

CNN??

From: +Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 3/29/2021 4:33:59 PM(UTC-4)

Source App: Native Messages

Body:

Yes. Wtf

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Start Time: 4/13/2020 7:47:53 AM(UTC-4)
Last Activity: 5/12/2021 12:40:16 PM(UTC-4)
Participants: [REDACTED]

[REDACTED]@yahoo.com Peter Ajemian

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From: Peter Ajemian_!<Other>!\$_ (owner)

Timestamp: 2/27/2021 6:53:00 PM(UTC-5)

Source App: Native Messages

Attachments:

#1: chats\Native

Messages_@yahoo.com\attachments5100_Library_SMS_Attach_1_75_05_C2EFD9_1_108

156_1

#2: chats\Native

Messages_ [REDACTED]@yahoo.com\attachments5100_Library_SMS_Attach_1_bb_11_33AD6B_1_67F5

FB_1

Body:

<https://www.nytimes.com/2021/02/27/nyregion/cuomo-sexual-harassment.html?referringSource=articleShare>

From: [REDACTED]

Timestamp: 2/27/2021 6:53:14 PM(UTC-5)

Source App: Native Messages

Body:

Yeah I know

From: [REDACTED]

Timestamp: 2/27/2021 6:53:18 PM(UTC-5)

Source App: Native Messages

Body:

I'm already reading.

From: [REDACTED]

Timestamp: 2/27/2021 6:53:38 PM(UTC-5)

Source App: Native Messages

Body:

NYT articles are so fucking long

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From: [REDACTED]
Timestamp: 3/2/2021 1:26:14 PM(UTC-5)
Source App: Native Messages
Body:
Have to make a quick call

From: [REDACTED]
Timestamp: 3/2/2021 1:26:21 PM(UTC-5)
Source App: Native Messages
Body:
You can call back whenever

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/2/2021 1:28:59 PM(UTC-5)
Source App: Native Messages
Body:
Sorry was Governor

From: [REDACTED]
Timestamp: 3/2/2021 1:29:55 PM(UTC-5)
Source App: Native Messages
Body:
No worries

From: [REDACTED]
Timestamp: 3/2/2021 3:14:54 PM(UTC-5)
Source App: Native Messages
Body:
I got it!!

From: [REDACTED]
Timestamp: 3/2/2021 3:17:50 PM(UTC-5)
Source App: Native Messages

Body:
Have him do OTRs w press, dropping in on other state employees's sexual harassment trainings. Like half a dozen of them. Two or three a day. In each tv market. Show what a big priority it is for him. Thank the trainers for their service, the whole thing.

From: [REDACTED]
Timestamp: 3/2/2021 3:22:24 PM(UTC-5)
Source App: Native Messages

Body:
Basically like a full-on snow storm circuit, except the setting is trainings instead of snow removal garages. (You can even leave in the threats to revoke ConEd's public utility license - it's muscle memory for him and will fuck with the reporters's heads.)

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From: [REDACTED]
Timestamp: 3/3/2021 7:40:28 AM(UTC-5)
Source App: Native Messages
Body:

Hey doll. Sending thots on this tough morning. I know you have to be frustrated with all this covid news bigfooting your attempts to get wall to wall GAMC predator coverage this morning. But I'm confident you can come up with something today to get back in front.

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 3/3/2021 7:42:08 AM(UTC-5)
Source App: Native Messages
Body:

♥

From: [REDACTED]
Timestamp: 3/3/2021 7:42:51 AM(UTC-5)
Source App: Native Messages
Body:

♥

From: [REDACTED]
Timestamp: 3/3/2021 1:18:20 PM(UTC-5)
Source App: Native Messages
Body:

The dials on the valves spin!!

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 3/3/2021 1:22:33 PM(UTC-5)
Source App: Native Messages
Body:
Lol

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From: [REDACTED]
Timestamp: 3/3/2021 1:26:01 PM(UTC-5)
Source App: Native Messages
Body:
Also, iThot they were calling it excelsior In The Papers (on NY1)

From: [REDACTED]
Timestamp: 3/3/2021 1:35:17 PM(UTC-5)
Source App: Native Messages
Body:
Except for the one touching ref (which I still don't love), that was basically THE PERFECT version on an

apology we hypothesized about yesterday.

From: [REDACTED]
Timestamp: 3/3/2021 1:35:33 PM(UTC-5)
Source App: Native Messages
Body:
I never DREAMED you would be able to get him that far.

From: [REDACTED]
Timestamp: 3/3/2021 1:36:08 PM(UTC-5)
Source App: Native Messages
Body:
For whatever part you had in that, I'm really proud of you. Good work!! (For realz, zero humor.)

From: [REDACTED]
Timestamp: 3/3/2021 1:36:44 PM(UTC-5)
Source App: Native Messages
Body:
Slash if he stays where he is right now (in the q&a and beyond), he will totally survive this

From: [REDACTED]
Timestamp: 3/3/2021 1:37:43 PM(UTC-5)
Source App: Native Messages
Body:
NAILING IT

From: [REDACTED]
Timestamp: 3/3/2021 1:37:51 PM(UTC-5)
Source App: Native Messages
Body:
"My intent doesn't matter"

From: [REDACTED]
Timestamp: 3/3/2021 1:37:53 PM(UTC-5)
Source App: Native Messages
Body:
Omg

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/3/2021 1:38:09 PM(UTC-5)
Source App: Native Messages
Body:
Thank you lady. It took some work

From: [REDACTED]
Timestamp: 3/3/2021 1:38:16 PM(UTC-5)
Source App: Native Messages
Body:
I'm almost choked up this is so good.

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/3/2021 1:38:16 PM(UTC-5)
Source App: Native Messages
Body:
It's not perfect but it's a major improvement

From: [REDACTED]
Timestamp: 3/3/2021 1:38:20 PM(UTC-5)
Source App: Native Messages
Body:
For realz

From: [REDACTED]
Timestamp: 3/3/2021 1:38:24 PM(UTC-5)
Source App: Native Messages
Body:
It's reading SO SINCERE!

From: [REDACTED]

Timestamp: 3/3/2021 1:38:51 PM(UTC-5)

Source App: Native Messages

Body:

This is man who has learned that he was wrong and he's really sorry for the harm he's done.

From: [REDACTED]

Timestamp: 3/3/2021 1:39:18 PM(UTC-5)

Source App: Native Messages

Body:

People can forgive anything. Americans love to give a second chance if you say you're sorry and they believe it.

From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 3/3/2021 1:39:45 PM(UTC-5)

Source App: Native Messages

Body:

This is really helpful feedback

From: [REDACTED]

Timestamp: 3/3/2021 1:40:08 PM(UTC-5)

Source App: Native Messages

Body:

Today's the day he saved his governorship.

From: [REDACTED]

Timestamp: 3/3/2021 1:46:27 PM(UTC-5)

Source App: Native Messages

Body:

The ...so good.

From: [REDACTED]

Timestamp: 3/3/2021 1:48:12 PM(UTC-5)

Source App: Native Messages

Body:

Ugh, the dykes aren't buying it. Maybe that's just them or maybe I'm buying it because I'm male. You may need to checkin with other people for feedback.

From: [REDACTED]

Timestamp: 3/3/2021 1:50:05 PM(UTC-5)

Source App: Native Messages

Body:

But I TOTALLY bought it. iThot he NAILED it. (The iTouch a lot of people doesn't need to be repeated, tho.)

From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 3/3/2021 1:54:09 PM(UTC-5)

Source App: Native Messages

Body:

Liked "Today's the day he saved his governorship."

From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 3/3/2021 1:54:32 PM(UTC-5)

Source App: Native Messages

Body:

Agreed on that last point

From: [REDACTED]

Timestamp: 3/3/2021 1:55:30 PM(UTC-5)

Source App: Native Messages

Body:

Just hearing that Garth is getting transferred.

From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 3/3/2021 1:55:50 PM(UTC-5)

Source App: Native Messages

Body:

He decided to go back to his agency job

From: [REDACTED]

Timestamp: 3/3/2021 1:56:08 PM(UTC-5)
Source App: Native Messages
Body:
Laughed at "He decided to go back to his agency job "

From: [REDACTED]
Timestamp: 3/3/2021 1:56:56 PM(UTC-5)
Source App: Native Messages
Body:
Had nothing to do with his wedding being the crime scene or his wife's tweets, I'm sure

From: [REDACTED]
Timestamp: 3/3/2021 2:33:38 PM(UTC-5)
Source App: Native Messages
Body:
(Wow, NY1 is chopping their sound bite into only the bad stuff, none of the good stuff that was really surprisingly good. Which isn't surprising. But my real time reactions about the good stuff is maybe not going to be people's takeaway. Damn.)

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/3/2021 2:53:32 PM(UTC-5)
Source App: Native Messages
Body:
Shut

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/3/2021 2:53:33 PM(UTC-5)
Source App: Native Messages
Body:
Shit

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/3/2021 2:53:39 PM(UTC-5)
Source App: Native Messages
Body:
I'll pull it and call them

From: [REDACTED]
Timestamp: 3/3/2021 2:54:55 PM(UTC-5)
Source App: Native Messages
Body:
It was better at 2:30PM than 2PM. But it's a newswheel, as you know, so they're gonna show both versions of that segment all afternoon.

From: [REDACTED]
Timestamp: 3/3/2021 5:03:08 PM(UTC-5)
Source App: Native Messages
Body:
Well, Nicole Wallace's show did not go well. But I'm also not sure how much cable matters for something like this. Imma go look at the locals, where I think this is maybe won/lost.

From: [REDACTED]
Timestamp: 3/3/2021 5:32:36 PM(UTC-5)
Source App: Native Messages
Body:
Marcia Kramer didn't fuck you, that's nice.

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/3/2021 6:05:59 PM(UTC-5)
Source App: Native Messages
Body:
Liked "Marcia Kramer didn't fuck you, that's nice. "

From: [REDACTED]
Timestamp: 3/3/2021 7:17:16 PM(UTC-5)
Source App: Native Messages
Body:
The A-block of Inside City Hall didn't fuck you either. Not super swell, but definitely as good as that was gonna go given what they had to work with. So, also nice.

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 3/3/2021 8:59:28 PM(UTC-5)

Source App: Native Messages

Body:

Liked "The A-block of Inside City Hall didn't fuck you either. Not super swell, but definitely as good as that was gonna go given what they had to work with. So, also nice."

From: [REDACTED]

Timestamp: 3/3/2021 11:30:39 PM(UTC-5)

Source App: Native Messages

Body:

Well, I started the day expressing confidence in you and you didn't disappoint.

From: [REDACTED] [REDACTED]

Timestamp: 3/3/2021 11:32:26 PM(UTC-5)

Source App: Native Messages

Body:

But it's going to be virtually impossible to be the lead story tomorrow, even if you try super hard. All eyes are on DC tomorrow, holding our breath for a second round of the insurrection.

From: [REDACTED] [REDACTED]

Timestamp: 3/4/2021 12:26:58 PM(UTC-5)

Source App: Native Messages

Body:

Norah O'Donnell!

From: [REDACTED]

Timestamp: 3/4/2021 1:26:35 PM(UTC-5)

Source App: Native Messages

Body:

Thank goodness it's Norah and not David Muir!!!

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From: [REDACTED]
Timestamp: 3/7/2021 12:51:29 AM(UTC-5)
Source App: Native Messages

Body:
FYI: Your "this did not happen..." quote made it on WABC-TV, but was attributed to the office rather than your name. The quote (and she) wasn't referenced at on WCBS-TV at all.

From: Peter Ajemian [REDACTED] \$!<Other>!\$ (owner)
Timestamp: 3/7/2021 12:52:06 AM(UTC-5)

Source App: Native Messages

Body:

Liked "FYI: Your "this did not happen..." quote made it on WABC-TV, but was attributed to the office rather than your name. The quote (and she) wasn't referenced at on WCBS-TV at all. "

From: [REDACTED]

Timestamp: 3/7/2021 7:53:57 AM(UTC-5)

Source App: Native Messages

Body:

This morning, WABC-TV uses your name.

From: [REDACTED]

Timestamp: 3/7/2021 3:34:39 PM(UTC-5)

Source App: Native Messages

Body:

Well, fuck

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From: [REDACTED]

Timestamp: 3/9/2021 7:33:27 AM(UTC-5)

Source App: Native Messages

Body:

LOL, Ana Liss ACTUALLY has a framed MENSA letter on her wall in her office.

From: [REDACTED]

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From: [REDACTED]
Timestamp: 3/10/2021 7:47:48 PM(UTC-5)
Source App: Native Messages
Body:
I just read the Times Union stury. I sure hope they misreported it. Otherwise, it's hard to see how he's not super-fucked

From: [REDACTED]
Timestamp: 3/10/2021 9:13:14 PM(UTC-5)
Source App: Native Messages
Body:
Update: I'm stress eating on your behalf, in support/solidarity, in case that's helpful.

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 3/10/2021 9:21:35 PM(UTC-5)
Source App: Native Messages
Body:
Loved "Update: I'm stress eating on your behalf, in support/solidarity, in case that's helpful. "

From: [REDACTED]
Timestamp: 3/11/2021 4:01:14 PM(UTC-5)
Source App: Native Messages
Body:
Another slow news day. I don't know how you even manage to fill your time.

From: [REDACTED]
Timestamp: 3/11/2021 4:06:20 PM(UTC-5)
Source App: Native Messages
Body:
Also, the Spectrum News channel in Albany is NOT as good as NY1

From: [REDACTED]
Timestamp: 3/12/2021 12:48:09 PM(UTC-5)
Source App: Native Messages
Body:
Meanwhile, Unjin just texted me to say KEG's GC is very clumsily fishing so hard from her to see if ronan has anything

From: [REDACTED]
Timestamp: 3/12/2021 12:48:25 PM(UTC-5)
Source App: Native Messages
Body:
"Frankly, it's embarrassing"

From: [REDACTED]
Timestamp: 3/12/2021 12:48:36 PM(UTC-5)
Source App: Native Messages
Body:
Lol

From: [REDACTED]
Timestamp: 3/12/2021 12:48:41 PM(UTC-5)
Source App: Native Messages
Body:
I was much smoother.

From: [REDACTED]
Timestamp: 3/12/2021 1:12:00 PM(UTC-5)
Source App: Native Messages
Body:
I'm not from the political club???

From: [REDACTED]
Timestamp: 3/12/2021 1:12:03 PM(UTC-5)
Source App: Native Messages
Body:
□□□□□□

From: [REDACTED]
Timestamp: 3/12/2021 1:12:21 PM(UTC-5)
Source App: Native Messages
Body:
Well; I guess a dynasty is different than a club

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/12/2021 1:12:21 PM(UTC-5)
Source App: Native Messages
Body:
Laughed at “Frankly, it’s embarrassing”

Redacted in Original Production

From: Peter Ajemian [redacted] \$!<Other>!\$ (owner)
Timestamp: 3/13/2021 10:08:29 AM(UTC-5)
Source App: Native Messages
Body:
Ok thanks

From: [redacted] [redacted]
Timestamp: 3/13/2021 2:57:11 PM(UTC-5)
Source App: Native Messages
Body:
Unjin (Ronan Farrow) is asking doe for your cell because they want to request comment. Should I give it to her or would you rather I don't?

From: Peter Ajemian [redacted] \$!<Other>!\$ (owner)
Timestamp: 3/13/2021 3:02:13 PM(UTC-5)
Source App: Native Messages
Body:
[redacted]@exec.ny.gov

From: Peter Ajemian [redacted] \$!<Other>!\$ (owner)
Timestamp: 3/13/2021 3:08:25 PM(UTC-5)
Source App: Native Messages
Body:
[redacted]

From: Peter Ajemian [redacted] \$!<Other>!\$ (owner)
Timestamp: 3/13/2021 3:32:02 PM(UTC-5)
Source App: Native Messages
Body:
Did she respond?

From: [redacted] [redacted]
Timestamp: 3/13/2021 3:32:15 PM(UTC-5)
Source App: Native Messages
Body:
No

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From: Peter Ajemian [redacted] \$!<Other>!\$_ (owner)

Timestamp: 3/13/2021 5:02:19 PM(UTC-5)

Source App: Native Messages

Body:

I'm working on closing out another shitty story so I may actually be closer to 6:30/7

From: Peter Ajemian [redacted] \$!<Other>!\$_ (owner)

Timestamp: 3/13/2021 5:02:23 PM(UTC-5)

Source App: Native Messages

Body:

I'll keep you posted

From: [redacted] [redacted]

Timestamp: 3/13/2021 5:15:27 PM(UTC-5)

Source App: Native Messages

Body:

Okay, if you want then you can let me know what you want ahead of time and I'll pre-order

From: Peter Ajemian [redacted] \$!<Other>!\$_ (owner)

Timestamp: 3/13/2021 5:27:48 PM(UTC-5)

Source App: Native Messages

Body:

Kk

From: Peter Ajemian [redacted] \$!<Other>!\$_ (owner)

Timestamp: 3/13/2021 5:27:54 PM(UTC-5)

Source App: Native Messages

Body:

Did Unjin respond to you

From: Peter Ajemian [redacted] \$!<Other>!\$_ (owner)

Timestamp: 3/13/2021 5:27:57 PM(UTC-5)

Source App: Native Messages

Body:

She hasn't call me?

From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 3/13/2021 5:28:08 PM(UTC-5)

Source App: Native Messages

Body:

Hasn't called me

From: [REDACTED]

Timestamp: 3/13/2021 5:32:17 PM(UTC-5)

Source App: Native Messages

Body:

No

From: [REDACTED]

Timestamp: 3/13/2021 5:32:33 PM(UTC-5)

Source App: Native Messages

Body:

But I told her you were out of pocket so she may have moved on.

From: [REDACTED]

Timestamp: 3/13/2021 5:33:21 PM(UTC-5)

Source App: Native Messages

Body:

I also gave her a quote that could be attributed to GAMC. I figured you wouldn't mind.

From: [REDACTED]

Timestamp: 3/13/2021 5:33:22 PM(UTC-5)

Source App: Native Messages

Body:

□□□□□□

From: [REDACTED]

Timestamp: 3/13/2021 5:35:37 PM(UTC-5)

Source App: Native Messages

Body:

"I only boob-honked about half these chicks. The other half are politically motivated and it's cancel culture. As a whyte man, I'm entitled to due process. So we're gonna wait until that black chick is done with her report...the findings of which I may or may not accept."

From: [REDACTED]

Timestamp: 3/13/2021 5:38:09 PM(UTC-5)

Source App: Native Messages

Body:

Update: She just now thanked me for the numbers. I think she's driving somewhere.

From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 3/13/2021 6:23:32 PM(UTC-5)

Source App: Native Messages

Body:

Liked "Update: She just now thanked me for the numbers. I think she's driving somewhere. "

From: Peter Ajemian \$!<Other>!\$ (owner)

Timestamp: 3/13/2021 6:23:38 PM(UTC-5)

Source App: Native Messages

Body:

She hasn't called me

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From: [REDACTED]
Timestamp: 3/16/2021 10:35:55 PM(UTC-4)
Source App: Native Messages
Body:
Soooo...

From: [REDACTED]
Timestamp: 3/16/2021 10:36:07 PM(UTC-4)
Source App: Native Messages
Body:
...idk about you but...

From: [REDACTED]
Timestamp: 3/16/2021 10:36:58 PM(UTC-4)
Source App: Native Messages
Body:
...my stress eating has decreased since you told Melissa. It's not at zero. It's not where anyone would like it to be. But it's improved a little already.

From: [REDACTED]
Timestamp: 3/16/2021 10:37:03 PM(UTC-4)
Source App: Native Messages
Body:
How about yours?

From: Peter Ajemian_ \$!<Other>!\$_ (owner)
Timestamp: 3/16/2021 10:37:30 PM(UTC-4)
Source App: Native Messages
Body:
I mean I'm terrified of Ronan Farrow

From: [REDACTED]
Timestamp: 3/16/2021 10:38:08 PM(UTC-4)
Source App: Native Messages
Body:
Because he's maybe a scurry genetic mutant?

From: [REDACTED]
Timestamp: 3/16/2021 10:41:36 PM(UTC-4)
Source App: Native Messages
Body:
Did fact checking go not-well?

From: Peter Ajemian_ \$!<Other>!\$_ (owner)

Timestamp: 3/16/2021 10:41:48 PM(UTC-4)

Source App: Native Messages

Body:

It's tomorrow at 11:30

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From: [REDACTED]
Timestamp: 3/17/2021 8:01:51 PM(UTC-4)
Source App: Native Messages
Body:
So infuriating.

From: [REDACTED]
Timestamp: 3/17/2021 8:10:22 PM(UTC-4)
Source App: Native Messages
Body:
The longer I think about it the more angry I get.

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/17/2021 8:13:06 PM(UTC-4)
Source App: Native Messages
Body:
Yes

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/17/2021 8:13:11 PM(UTC-4)
Source App: Native Messages
Body:
Because it's reckless

From: Peter Ajemian <[REDACTED]> (owner)
Timestamp: 3/17/2021 8:13:15 PM(UTC-4)
Source App: Native Messages
Body:
And he is now smearing me

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From: [REDACTED]
Timestamp: 3/18/2021 12:01:54 PM(UTC-4)
Source App: Native Messages
Body:
Never mind.

From: Peter Ajemian [REDACTED] \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 12:02:27 PM(UTC-4)
Source App: Native Messages
Body:
Sorry I'm not paying attention. Still trying to figure out this New Yorker thing

From: [REDACTED]
Timestamp: 3/18/2021 12:03:09 PM(UTC-4)
Source App: Native Messages
Body:
Yeah, that's obvi more important. Do that!

From: [REDACTED]
Timestamp: 3/18/2021 12:03:29 PM(UTC-4)
Source App: Native Messages
Body:
(Any update on that?)

Redacted in Original Production

From: Peter Ajemian [REDACTED] \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 3:21:50 PM(UTC-4)
Source App: Native Messages
Body:
I'm ok. Tired. Waiting with a pit in my stomach re this story

From: [REDACTED]

Timestamp: 3/18/2021 3:30:06 PM(UTC-4)

Source App: Native Messages

Body:

So like the mofo hasn't circled back and said it won't be in there, his bluff being called?

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 3/18/2021 3:32:40 PM(UTC-4)

Source App: Native Messages

Body:

Decision hasn't been made. Being discussed internally

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 3/18/2021 3:32:45 PM(UTC-4)

Source App: Native Messages

Body:

I went to the editor as well

Redacted in Original Production

From: [REDACTED]

Timestamp: 3/18/2021 7:44:22 PM(UTC-4)

Source App: Native Messages

Body:

Update?

From: Peter Ajemian <[REDACTED]> (owner)

Timestamp: 3/18/2021 7:49:50 PM(UTC-4)

Source App: Native Messages

Body:

Think I got my name knocked out

From: [REDACTED]
Timestamp: 3/18/2021 7:50:28 PM(UTC-4)
Source App: Native Messages
Body:
Thank gawd

From: [REDACTED]
Timestamp: 3/18/2021 7:50:41 PM(UTC-4)
Source App: Native Messages
Body:

From: [REDACTED]
Timestamp: 3/18/2021 10:12:30 PM(UTC-4)
Source App: Native Messages
Body:
The article just dropped.

From: [REDACTED]
Timestamp: 3/18/2021 10:12:38 PM(UTC-4)
Source App: Native Messages
Body:
You're name isn't in it

From: [REDACTED]
Timestamp: 3/18/2021 10:12:43 PM(UTC-4)
Source App: Native Messages
Body:
(I just did a search)

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:19:39 PM(UTC-4)
Source App: Native Messages
Body:
Yep

From: [REDACTED]
Timestamp: 3/18/2021 10:19:50 PM(UTC-4)
Source App: Native Messages
Body:
Thank gawd

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:20:20 PM(UTC-4)
Source App: Native Messages
Body:
Yeah

From: [REDACTED]
Timestamp: 3/18/2021 10:20:48 PM(UTC-4)
Source App: Native Messages
Body:
I'm reading it now. It's so long. But like I almost don't care what it does to him because I was so worried about what might happen to you that all I feel is relief.

From: [REDACTED]
Timestamp: 3/18/2021 10:21:44 PM(UTC-4)
Source App: Native Messages
Body:
How'd it go down? Did you win with the editor or was he bluffing all along or what

From: Peter Ajemian \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:22:10 PM(UTC-4)
Source App: Native Messages
Body:
I made my case to the editor and they took me out of it

From: [REDACTED]
Timestamp: 3/18/2021 10:27:45 PM(UTC-4)
Source App: Native Messages
Body:
Did Beth really give him that quote or is he misreporting that???

From: Peter Ajemian [REDACTED] \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:28:10 PM(UTC-4)
Source App: Native Messages
Body:
Yes we have given that quote previously

From: Peter Ajemian [REDACTED] \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:28:27 PM(UTC-4)
Source App: Native Messages
Body:
Outside lawyers agreed with it

From: [REDACTED]
Timestamp: 3/18/2021 10:28:33 PM(UTC-4)
Source App: Native Messages
Body:
Oh. That's the first I've seen it.

From: [REDACTED]
Timestamp: 3/18/2021 10:28:35 PM(UTC-4)
Source App: Native Messages
Body:
Oy

From: Peter Ajemian [REDACTED] \$!<Other>!\$_ (owner)
Timestamp: 3/18/2021 10:28:48 PM(UTC-4)
Source App: Native Messages
Body:
Need to establish the legal defense

From: [REDACTED]
Timestamp: 3/18/2021 10:34:06 PM(UTC-4)
Source App: Native Messages
Body:
So many unnamed sources

From: [REDACTED]
Timestamp: 3/18/2021 10:39:46 PM(UTC-4)
Source App: Native Messages
Body:
Also I don't like his first person way of writing

From: [REDACTED]
Timestamp: 3/18/2021 10:40:10 PM(UTC-4)
Source App: Native Messages
Body:
"[source] told me that...".

From: [REDACTED]
Timestamp: 3/18/2021 10:40:18 PM(UTC-4)
Source App: Native Messages
Body:
Be professional

From: [REDACTED]
Timestamp: 3/18/2021 10:40:43 PM(UTC-4)
Source App: Native Messages
Body:
"[source] said...".

From: [REDACTED]
Timestamp: 3/18/2021 11:40:18 PM(UTC-4)
Source App: Native Messages

Body:
Finished it. Kept getting interrupted.

From: [REDACTED]
Timestamp: 3/18/2021 11:40:23 PM(UTC-4)
Source App: Native Messages

Body:
How do you feel about it?

From: Peter Ajemian [REDACTED] <Other>!\$_ (owner)
Timestamp: 3/19/2021 6:36:26 AM(UTC-4)
Source App: Native Messages

Body:
Nothing too revelatory

From: [REDACTED]
Timestamp: 3/19/2021 7:37:59 AM(UTC-4)
Source App: Native Messages

Body:
Yeah

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