



**Transcribed Interview Excerpts:
Abigail Dymond Welch**

May 17, 2022

Committee on Oversight and Reform
U.S. House of Representatives
oversight.house.gov

On May 17, 2022, the Committee conducted a transcribed interview of Abigail Dymond Welch, a former cheerleader for the Washington Commanders from 2005 to 2012. Below are key excerpts from the interview.

Ms. Welch Could Not Discuss the Hostile Workplace at the Commanders Because of the Resolution of the Lewd Video Dispute (pp. 13, 39)

Q: Okay. Well, in particular, in August 2020, The Washington Post reported that during the years you were with the Commanders, team executives used outtakes from cheerleader photo shoots to create lewd videos for the team's owner, Daniel Snyder. As a cheerleader during that relevant time period, can you discuss with us any experiences you have had with the outtake videos that were allegedly created for Mr. Snyder?

A: I'm sorry, I'm not able to answer that question.

Q: Why is that?

A: I'm not legally allowed to answer that question.

...

Q: Now, Ms. Welch, in February of 2021, it was reported that there was a legal dispute between the Washington Commanders and former cheerleaders regarding lewd videos made without the cheerleaders' knowledge. Do you know if this legal dispute was resolved?

A: It has been resolved.

Q: Earlier, you indicated that you were legally unable to answer certain of my questions. Was your inability to answer those questions related to the resolution of that legal dispute?

A: Yes.

Ms. Welch Was "Scared" to Learn that a Private Investigator Wanted to Speak to Her Because She Did Not Know "What This Man Wanted and How Far He Was Going to Go to Get What He Wanted" (pp. 18-19)

Q: What went through your mind when you learned that there was a private investigator sitting around your house, going up to your neighbors and asking about you?

A: Well, I was scared about this, but I was also embarrassed because now I had to explain to my neighbor that I was not in witness protection or wanted by the police; that it wasn't that I was a criminal or had done something wrong. And I was scared because I had three young children [REDACTED]. And I was nervous not knowing what this man wanted and how far he was going to go to get what he wanted.

Q: Did you have any idea how this person had found your home address?

A: Absolutely not.

The Private Investigator Stated that He Worked "on behalf of the Washington Redskins" and Described Himself as "former DEA" (pp. 27-28)

- A: I opened the front door and I stepped out into my courtyard. And he identified himself, he told me his name and he told me he was a private investigator out of New Braunfels which is a town outside of Austin. I thought that was odd. I didn't know why that was necessary. He handed me his business card. He also flashed a badge and told me that he was former DEA.
- Q: And what was the badge that he flashed you?
- A: He took it out of his shirt pocket and opened it. We were standing about six feet away, so I didn't get a very good look at it. It could have been real, it could have been a kid's toy. I don't know.
- Q: And he told you he was former DEA; is that right?
- A: Correct.
- Q: Why do you think he mentioned that he was formerly with the DEA?
- A: I believe to intimidate me, to get me to answer his questions and think that I was obligated to answer his questions.
- Q: Was he there on any official business on behalf of the DEA?
- A: No.
- Q: So did he explain why he was there?
- A: He did. He told me, he said that he was here on behalf of the Washington Redskins to ask me questions about Bruce Allen. He said he was working on behalf of the law firm Reed Smith out of New York, and their private investigator reached out to him because he was local and asked for him to come and speak with me. He then said that this is regarding interactions with Bruce Allen and the sexual misconduct investigation with the Washington Redskins.

Ms. Welch Felt “Unsafe” and a “Violation of Privacy and My Home” from Private Investigator Visit (p. 33)

- Q: How did it feel to know that Daniel Snyder's lawyers had sent a private investigator to sit outside your house, come up to your door, and talk to you?
- A: It felt like a violation of my privacy and my home.
- Q: Did it make you feel unsafe?
- A: Yes, it did. It made me feel unsafe, it made me feel anxious and worried, slightly apprehensive about leaving the house. Yes.

Private Investigators for the Commanders Went to the Homes of Multiple Former Cheerleaders (pp. 19-20)

- Q: Were you surprised that there was a private investigator seeking to talk to you?
- A: I was surprised, but also I had heard that other former teammates had had the same experience.
- Q: Okay. So when you say other former teammates, what does that mean?
- A: Women who were on the cheerleading team with me had mentioned that this had happened to them as well.
- Q: And that's the cheerleading team at the Commanders; is that right?
- A: Correct.
- Q: And when you say this had happened to them, what do you mean by that?

A: A private investigator had shown up at their home asking them questions.
Q: And how did you learn about this?
A: Through a messaging group that a bunch of us are in together, a bunch of the former cheerleaders are in together.
Q: And had this been happening for a long time before this private investigator showed up at your house, a short amount of time?
A: I would say a couple months.
Q: And if you had to estimate how many other people were telling you that they had private investigators showing up at their house, what would you say?
A: I personally learned of perhaps maybe five other people.
Q: Five other former Commanders cheerleaders?
A: Yes.
Q: Who had private investigators show up at their homes seeking to ask them questions?
A: Yes.

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10 INTERVIEW OF: ABBY DYMOND WELCH

11 TUESDAY, MAY 17, 2022

12 U.S. HOUSE OF REPRESENTATIVES

13 COMMITTEE ON OVERSIGHT AND REFORM

14 WASHINGTON, D.C.

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24 The Interview Commenced at 11:01 a.m.

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26 Appearances:

27 For the COMMITTEE ON OVERSIGHT AND REFORM:

28

29 For the DEMOCRATIC STAFF:

30 ██████████, Majority ██████████

31 Counsel

32 ██████████, Majority Counsel

33 ██████████, Majority Counsel

34 ██████████, Majority Counsel

35

36 For the REPUBLICAN STAFF:

37 ██████████, Minority Counsel

38 ██████████, Minority Counsel

39 ██████████, Minority Counsel

40

41 For the WITNESS:

42 LISA J. BANKS, ESQ.

43 ALIA AL-KHATIB, ESQ.

44 Katz, Marshall & Banks, LLP

45 1718 Connecticut Avenue, NW

46 Seventh Floor

47 Washington, DC 20009

48 ██████████

49 ██████████

50 Exhibits:

51	Exhibit No.	Page
52	1 Photocopy of business card	21
53		

54 P R O C E E D I N G S

55 [REDACTED]. I think we're ready to go on the
56 record.

57 This is a transcribed interview of Abby Dymond Welch
58 conducted by the House Committee on Oversight and Reform.
59 This interview was requested by Chairwoman Carolyn
60 Maloney as part of the Committee's investigation into the
61 Washington Commanders toxic work environment and the
62 NFL's handling of that matter.

63 Good morning, Ms. Welch. Could you please state
64 your full name, and spell your last name for the record,
65 please?

66 The Witness. My full name is Abigail Dymond Welch,
67 and my last name is spelled W-E-L-C-H.

68 [REDACTED]. Good morning, Ms. Welch. My name is
69 [REDACTED], I am Majority counsel for the Committee
70 on Oversight and Reform, and on behalf of the Committee
71 we want to thank you for coming in today for this
72 interview. We appreciate that you are willing to speak
73 with us voluntarily this morning.

74 At this time, I will ask the additional Committee
75 staff in this virtual room to introduce themselves,
76 starting with the Majority staff, and I would ask for
77 everyone to go on camera, if possible, when they are
78 introducing themselves for the benefit of the court

79 reporter.

80 [REDACTED] . [REDACTED] for the Majority.

81 [REDACTED] [REDACTED], Majority staff.

82 [REDACTED] [REDACTED], Majority staff.

83 [REDACTED] . [REDACTED], with the Minority.

84 [REDACTED] . [REDACTED], with the Minority

85 staff.

86 [REDACTED] . [REDACTED], with the Minority.

87 BY [REDACTED]

88 Q Ms. Welch, before we begin, I would like to

89 go over some of the ground rules for this interview.

90 The way this interview will proceed is as follows:

91 The Majority and Minority staff will alternate asking you

92 questions, one hour per side per round. The Majority

93 staff will begin and proceed for an hour, and the

94 Minority staff will have an hour to ask questions.

95 Thereafter, the Majority staff may ask additional

96 questions and so on. We will alternate back and forth in

97 this manner until there are no more questions from either

98 side and the interview will be over.

99 During the interview, we will do our best to limit

100 the number of people who are directing questions at you

101 during any given hour. That said, from time to time,

102 follow-up or clarifying questions may be useful, and if

103 that is the case, you might hear from additional people.

104 Under the Committee's rules, you are allowed to have
105 an attorney present to advise you. Ms. Welch, do you
106 have an attorney representing you in your personal
107 capacity with us today?

108 The Witness. Yes, I do.

109 [REDACTED]. And would counsel for Ms. Welch
110 please identify themselves for the record?

111 Ms. Banks. Good morning. My name is Lisa Banks. I
112 represent Abigail Welch today.

113 Ms. Al-Khatib. Good morning, I am Alia Al-Khatib,
114 also with Katz, Marshall & Banks, also representing
115 Abigail Welch.

116 [REDACTED] Ms. Welch, there is also a
117 stenographer taking down everything I say and everything
118 you say to make a written record of the interview. For
119 the record to be clear, please wait until I finish each
120 question before you begin your answer, and I will wait
121 until you finish your response before asking you the next
122 question.

123 The stenographer cannot record nonverbal answers,
124 such as shaking your head, so it is important that you
125 answer each question with an audible verbal answer.

126 Ms. Welch, do you understand that?

127 The Witness. Yes.

128 [REDACTED]. We want you to answer our questions

129 in the most complete and truthful manner possible, so we
130 are going to take our time. If you have any questions or
131 do not understand any of the questions, please do let us
132 know. We will be happy to clarify or rephrase our
133 questions.

134 Ms. Welch, do you understand?

135 The Witness. Yes.

136 [REDACTED] If I ask you about conversations or
137 events in the past and you are unable to recall the exact
138 words or details, you should testify to the substance of
139 those conversations or events to the best of your
140 recollection. If you recall only a part of the
141 conversation or event, you should give us your best
142 recollection of those events or parts of conversations
143 that you do recall.

144 Do you understand?

145 The Witness. Yes.

146 [REDACTED] If you need to take a break, please
147 let us know, we're happy to accommodate. Ordinarily, we
148 take a five-minute break at the end of each hour of
149 questioning, but if you need a break before that, just
150 let us know.

151 To the extent there is a pending question, however,
152 I would just ask that you finish answering that question
153 before you take a break.

154 Do you understand that?

155 The Witness. Yes.

156 [REDACTED] One final thing. Although you are
157 here voluntarily, and we will not swear you in, you are
158 required by law to answer questions from Congress
159 truthfully. This also applies to questions posed by
160 congressional staff in an interview.

161 Ms. Welch, do you understand?

162 The Witness. Yes.

163 [REDACTED] If at any time you knowingly make
164 false statements, you could be subject to criminal
165 prosecution.

166 Do you understand?

167 The Witness. Yes.

168 [REDACTED]. Ms. Welch, is there any reason you
169 are unable to provide truthful answers in today's
170 interview?

171 The Witness. No.

172 [REDACTED] Please note that if you wish to
173 assert a privilege over any statement today, that
174 assertion must comply with Committee rules. Committee
175 rule 16(c)(1) states, "For the Chair to consider
176 assertions of privilege over testimony or statements,
177 witnesses or entities must clearly state the specific
178 privilege being asserted and the reason for the assertion

179 on or before the scheduled date of testimony or
180 appearance."

181 In addition, Committee rule 16(c)(3) also states,
182 "The only assertions of executive privilege that the
183 Chair of the Committee will consider are those made in
184 writing by an executive branch official authorized to
185 assert the privilege."

186 Ms. Welch, do you understand?

187 The Witness. I'm not sure what privilege is
188 regarding.

189 [REDACTED]. So these are comments about how to
190 assert a legal privilege if there are any that apply.

191 The Witness. Okay.

192 [REDACTED] I don't know if you've talked about
193 that with your attorney, but if you would like to take a
194 couple minutes to confer.

195 Ms. Banks. If there are issues of privilege that
196 arise, I will jump in and make that assertion and
197 instruct her not to answer.

198 [REDACTED] Understood.

199 Ms. Welch, do you have any questions from me before
200 we begin?

201 The Witness. No.

202 Whereupon,

203 ABBY DYMOND WELCH

204 was examined and testified as follows:

205 EXAMINATION BY COUNSEL FOR THE COMMITTEE

206 BY [REDACTED].

207 Q Again, good morning, Ms. Welch, and thank you
208 for agreeing to talk to us this morning.

209 I want to start off by going back to 2005. Is that
210 the year that you began as a cheerleader with the
211 Washington Commanders?

212 A Yes.

213 Q And going back to 2005, were you excited to
214 join the Commanders as a cheerleader?

215 A Yes.

216 Q And why was that?

217 A I am a dancer and I've been dancing since I
218 was five, and this was a great opportunity for me to
219 continue my love of dance as an adult.

220 Q And how long did you remain with the team?

221 A Until 2012.

222 Q Was that a total of seven seasons?

223 A Correct.

224 Q And over the course of your seven seasons
225 with the Washington Commanders, what kinds of positions
226 did you hold with the cheerleading squad or the team, in
227 general?

228 A I was a cheerleader, I was a cocaptain, and

229 then a captain, and then I was a 2012 Pro Bowl
230 representative.

231 Q Do you remember when you were a cocaptain or
232 a captain for the team?

233 A Yes, I believe I was captain the last three
234 years.

235 Q And during your time as a cheerleader, did
236 you also participate in any military tours?

237 A Yes, many.

238 Q Can you tell us a little bit about those?

239 A Sure. I believe I went on about a dozen
240 military appreciation tours over the seven years, and I
241 traveled all over the world, through Europe, the Middle
242 East, through Iraq and Afghanistan, to Cuba.

243 Q Can you tell us a little bit about what these
244 military appreciation tours are, who they're for?

245 A Sure. They're for our Armed Forces, for our
246 troops, and we travel to places where military members
247 are stationed overseas or deployed. And we just go to
248 say thank you, shake their hands, tell them we appreciate
249 them. And we perform a -- well, we did. We performed a
250 one-and-a-half hour variety show as entertainment.

251 Q And you also mentioned that you were selected
252 in 2012 to participate in the Pro Bowl; is that right?

253 A Correct.

254 Q Can you tell us a little bit about what that
255 means?

256 A Each year, each team selects one cheerleader
257 to represent the squad at the Pro Bowl; and it's voted on
258 by squad members, and you go for the week-long activities
259 surrounding Pro Bowl and then you are a cheerleader at
260 the Pro Bowl football game.

261 Q So is it fair to say that it's a pretty big
262 honor to be selected to represent the team at the Pro
263 Bowl?

264 A It is, yes. I would say it's the top honor
265 you can receive.

266 Q And so you said that was in 2012; is that
267 right?

268 A Correct.

269 Q So it was after you received this top honor,
270 as you described it, that you decided to leave the
271 Commanders?

272 A Yes.

273 Q Is that right?

274 Now, Ms. Welch, news reports and the Committee's own
275 investigation have shed light on the toxic work
276 environment at the Washington Commanders, including
277 during the time that you were part of the team.

278 Can you share with us any of your experiences with

279 the toxic work environment at the Commanders?

280 A I'm sorry, I'm not able to answer that
281 question.

282 Q And why not?

283 A I believe I'm not legally allowed to answer
284 that question.

285 Q Okay. Well, in particular, in August 2020,
286 The Washington Post reported that during the years you
287 were with the Commanders, team executives used outtakes
288 from cheerleader photo shoots to create lewd videos for
289 the team's owner, Daniel Snyder.

290 As a cheerleader during that relevant time period,
291 can you discuss with us any experiences you have had with
292 the outtake videos that were allegedly created for
293 Mr. Snyder?

294 A I'm sorry, I'm not able to answer that
295 question.

296 Q Why is that?

297 A I'm not legally allowed to answer that
298 question.

299 Q Okay. Well, in that case, Ms. Welch, I want
300 to fast-forward a few years and ask you whether in the
301 past year, year-and-a-half, anyone from the Commanders or
302 anyone acting on behalf of the Commanders tried to make
303 contact with you?

304 A Yes.

305 Q When did this occur?

306 A This occurred in April and May of 2021.

307 Q And where did it happen?

308 A At my home in Austin, Texas.

309 Q So can you tell us a little bit more about
310 that, maybe start by telling us how you first learned
311 that someone was trying to make contact with you.

312 A Sure. I was out of town with my family, and
313 my neighbor who was taking care of my dog texted me and
314 told me that a strange man was sitting in a car outside
315 of my house watching the house, and that he had
316 approached her at her home asking questions about me.

317 Q Okay. So you said she texted you this
318 strange man was sitting in his car outside of your house.
319 Was that unusual for your neighborhood?

320 A Yes, absolutely.

321 Q Can you tell us a little bit about what your
322 neighborhood is like, and why that was strange?

323 A I live in a suburban neighborhood, mainly
324 families live in this neighborhood, and there's a very
325 nice community feel here. People do look out for each
326 other. It would be very unusual for someone to just come
327 and park their car in our neighborhood. There aren't
328 shops around here or there's no through streets.

329 Q Who did you live with at your home?

330 A My husband and my three small children.

331 Q About how old are your children?

332 A My children now are [REDACTED]

333 [REDACTED].

334 Q So you said your neighbor texted you. How
335 did she describe what this strange man was doing?

336 A She described it as him stalking or spying.

337 Q What did you understand he was doing in front
338 of your house?

339 A When I first learned of this, I did not know.
340 I was out of town and I had no personal contact with him
341 at first, so I wasn't sure. But he did approach her
342 house and asked her if she knew me, and identified
343 himself as a private investigator.

344 So that was the extent of my knowledge in the
345 beginning.

346 Q Okay. Do you know why your neighbor sent you
347 this text to begin with?

348 A Because he rang her doorbell and then was
349 asking her questions about me.

350 Q And what went through your mind when you
351 first got this text message from your neighbor saying
352 that there was a strange man parked outside your house?

353 A I was scared and I was anxious and trying to

354 figure out what this person wanted, and I was trying to
355 come up with different scenarios. We have had some
356 break-ins in the neighborhood and the first thing I
357 thought was, is this person trying to rob my house? I
358 didn't know.

359 Q So you said your neighbor ended up talking to
360 this man; is that right?

361 A Yes.

362 Q Okay. Can you tell us, to the extent you
363 know, a little bit more about that, how that happened?

364 A Yes.

365 So she was feeding our dog, so she would come to our
366 house a couple times a day with her daughter, who at the
367 time I believe was ten, come in through the front door,
368 feed the dog, let him out in the back yard. And she
369 noticed the car sitting outside of the house.

370 The first time, she think didn't think much of it.
371 The second time later in the day when she came back, she
372 saw the same guy in the same car and then that to her
373 sparked a red flag. And she came in and fed the dog, and
374 she said she left quickly and then went back to her
375 house. And then this man approached her -- rang her
376 doorbell, approached her house, rang her doorbell, asked
377 if he could speak with her. Her husband answered. Asked
378 if he could speak with her, and her husband, I believe,

379 said something like just, no, or shook him off.

380 And then he said -- he identified himself as a
381 private investigator, and he asked if he could ask her
382 some questions about Ms. Welch. He was looking for
383 Ms. Welch.

384 Q And that's you, I take it.

385 A Yes.

386 Q And so what happened when he told the
387 neighbor's husband that he wanted to ask questions about
388 Ms. Welch?

389 A He just said no, or no, thank you, and closed
390 the door.

391 Q Did the private investigator leave anything
392 with your neighbor?

393 A Yes, a business card.

394 Q Do you know why he left a business card with
395 your neighbor?

396 A I'm assuming he wanted me to call him or get
397 in contact with him.

398 Q And did your neighbor capture this
399 interaction on video?

400 A Yes.

401 Q How did that happen?

402 A On their Ring doorbell.

403 Q Did your neighbor then tell you about this

404 interaction?

405 A Yes.

406 Q How did that happen?

407 A She texted me and told me.

408 Q What did she tell you in her text?

409 A She said a private investigator came to her
410 house, wanted to speak with her, and was asking questions
411 about me. And she had noticed that this man previously
412 had been sitting outside of my house, I think, in two
413 separate spots. He was sitting in one place for a while,
414 and then went up the street for a while, and was watching
415 my house.

416 Q What went through your mind when you learned
417 that there was a private investigator sitting around your
418 house, going up to your neighbors and asking about you?

419 A Well, I was scared about this, but I was also
420 embarrassed because now I had to explain to my neighbor
421 that I was not in witness protection or wanted by the
422 police; that it wasn't that I was a criminal or had done
423 something wrong.

424 And I was scared because I had three young children

425

426 [REDACTED]. And I was nervous not knowing what
427 this man wanted and how far he was going to go to get
428 what he wanted.

429 Q Did you have any idea how this person had
430 found your home address?

431 A Absolutely not.

432 Q Were you surprised that there was a private
433 investigator seeking to talk to you?

434 A I was surprised, but also I had heard that
435 other former teammates had had the same experience.

436 Q Okay. So when you say other former
437 teammates, what does that mean?

438 A Women who were on the cheerleading team with
439 me had mentioned that this had happened to them as well.

440 Q And that's the cheerleading team at the
441 Commanders; is that right?

442 A Correct.

443 Q And when you say this had happened to them,
444 what do you mean by that?

445 A A private investigator had shown up at their
446 home asking them questions.

447 Q And how did you learn about this?

448 A Through a messaging group that a bunch of us
449 are in together, a bunch of the former cheerleaders are
450 in together.

451 Q And had this been happening for a long time
452 before this private investigator showed up at your house,
453 a short amount of time?

454 A I would say a couple months.

455 Q And if you had to estimate how many other
456 people were telling you that they had private
457 investigators showing up at their house, what would you
458 say?

459 A I personally learned of perhaps maybe five
460 other people.

461 Q Five other former Commanders cheerleaders?

462 A Yes.

463 Q Who had private investigators show up at
464 their homes seeking to ask them questions?

465 A Yes.

466 Q Did these other Commanders cheerleaders know
467 who had sent the private investigators to their homes?

468 A No.

469 Q Now, you mentioned that you were on a -- now,
470 you said that your former teammates said that the private
471 investigators showing up at their homes were asking them
472 questions. What kinds of questions were they asking
473 them?

474 A Asking questions about Bruce Allen and the
475 sexual misconduct investigation.

476 Q Now, you mentioned that you were on a trip
477 out of town when the private investigator came to your
478 neighbor's house. Were you out of town for a long time?

479 A No, just the weekend.

480 Q Did you have any further conversations about
481 the private investigator with your neighbor when you got
482 back home?

483 A Yes. She came over to give me the business
484 card and again just tell me what happened, make sure I
485 was okay. And then I had to reassure her I was not
486 wanted by the FBI and things like that.

487 Q How did you feel about having to tell your
488 neighbor why there was a private investigator showing up
489 at your house?

490 A I was embarrassed. We're new to the
491 neighborhood and I'm still getting to know my neighbors,
492 and this just wasn't something I wanted people to think
493 of us. And it's not something that I wanted to discuss
494 with anyone.

495 Q And you mentioned that your neighbor gave you
496 the business card that the private investigator had given
497 her; is that right?

498 A Correct.

499 (Exhibit No. 1 was identified for.
500 the record.)

501 BY [REDACTED].

502 Q Can you open a copy of the document named
503 Exhibit 1, and so marked for identification, that I sent

504 you immediately prior to the start of this transcribed
505 interview.

506 A Yes.

507 Q Do you recognize this document?

508 A Yes, this is the card the private
509 investigator gave to my neighbor, and then she gave to
510 me.

511 Q So this is a true and accurate copy of the
512 business card that the private investigator gave to your
513 neighbor and that your neighbor provided to you; is that
514 correct?

515 A Yes.

516 Q Was there anything unusual about this
517 business card that you noticed?

518 A It looks extremely unprofessional, if not
519 perhaps fake.

520 Q And what do you mean by that?

521 A The text box that says "Use this section to
522 write about your business," et cetera, et cetera, was not
523 deleted or was not filled in, and so it seemed sloppy.

524 Q So what went through your mind when you
525 noticed that?

526 A Maybe this guy was not who he said he was.

527 Q And was that a cause for concern?

528 A Yes, extremely.

529 Q Now, you had this private investigator's
530 business card. Did you give him a call and tell him that
531 you were willing to speak with him?

532 A No.

533 Q Did you give him a call at all?

534 A No.

535 Q Despite that, did he return to your house?

536 A He did, yes.

537 Q Do you know when he returned to your house?

538 A If you don't mind, I'm just going to look at
539 some notes that I had written down immediately after this
540 occurred, so that I'm very specific about details and
541 make sure I got it right.

542 Yes, so he first showed up Thursday, April 29th at
543 6:20, and again at 6:45. That's when I was out of town.
544 My neighbor said he is still there at 7:30 p.m. He moved
545 his car up the street. Okay. And then he returned on
546 Thursday, May 6th, at about 5:00 p.m.

547 Q And can you describe what happened when he
548 returned to your home on that day and at that time?

549 A Yes. He arrived at our -- or he was already
550 at our house, and my husband had picked up our three
551 small children from preschool, and he had pulled into the
552 garage. The garage was open and he was getting the baby
553 out of the car, and this man --

554 Q Sorry to interrupt you. When you say the man
555 was already at your house, what do you mean by that?

556 A I believe that he was parked outside waiting
557 when my husband came home.

558 Q Sorry. So then your husband pulled into the
559 driveway with the children?

560 A Mm-hmm.

561 Q Then what happened?

562 A Into the garage.

563 Q And then what happened?

564 A The man got out of the car and started to
565 approach him, came up the driveway towards the garage.
566 And my husband, [REDACTED], obviously noticed him approaching
567 and stopped with the kids, they're all still buckled into
568 their car seats, and went to meet him down the driveway,
569 so he wouldn't come any closer. And I believe that he
570 identified himself, gave his name, said he was a private
571 investigator and he was looking to speak with me.

572 Q Now, is it usual for people coming to your
573 house to go up the driveway?

574 A No.

575 Q Where would people usually go?

576 A To the front.

577 Q But this private investigator came up to the
578 driveway?

579 A Yes.

580 Q And so he was identified to your husband.

581 Then what happened?

582 A He asked him if he could speak with me. [REDACTED]
583 told him, "I'm not sure, please wait here." And he
584 closed the garage, got the kids out of the car and
585 brought them inside. And then he told me that the
586 private investigator was back, he's outside, and he said,
587 "Do you want to speak with him?"

588 Q When your husband said the private
589 investigator was back, what was he referring to when he
590 said he was back?

591 A He was referring to the time that he came to
592 our home and we were out of town and approached the
593 neighbor.

594 Q So what was your reaction when your husband
595 told you that this private investigator was in your
596 driveway?

597 A I was -- I was scared, I was angry. I was
598 unsure what I wanted to do.

599 Q Why were you scared and angry?

600 A Because this man is approaching my home, with
601 my small children, and he's sitting outside watching us.
602 And I didn't know really what he wanted or how many times
603 he was going to come back, you know, to what length he

604 would go. I'm picturing in my head, he's following me to
605 school when I'm taking my children to school or
606 approaching me at the grocery store. And I didn't know
607 if he was going to be polite or what was going to happen
608 or if he was going to harass us.

609 Q You said you were unsure what you were going
610 to do.

611 A Mm-hmm. As in talk to him or not talk to
612 him.

613 Q What did you decide?

614 A I decided to talk to him. I wanted to get
615 some information on what he wanted, and I wanted him to
616 go away and leave us alone.

617 Q So then what happened?

618 A So then my husband had asked him to go to the
619 front door.

620 Q Why did your husband ask him to go to the
621 front door?

622 A Because we have a video doorbell, which was
623 not working that day, but the intent was to capture the
624 entire encounter on video.

625 Q But that didn't happen because the camera was
626 not working; is that right?

627 A Correct.

628 Q So your husband asked him to go to the front

629 door. What did you do?

630 A I opened the front door and I stepped out
631 into my courtyard. And he identified himself, he told me
632 his name and he told me he was a private investigator out
633 of New Braunfels which is a town outside of Austin. I
634 thought that was odd. I didn't know why that was
635 necessary.

636 He handed me his business card. He also flashed a
637 badge and told me that he was former DEA.

638 Q And what was the badge that he flashed you?

639 A He took it out of his shirt pocket and opened
640 it. We were standing about six feet away, so I didn't
641 get a very good look at it. It could have been real, it
642 could have been a kid's toy. I don't know.

643 Q And he told you he was former DEA; is that
644 right?

645 A Correct.

646 Q Why do you think he mentioned that he was
647 formerly with the DEA?

648 A I believe to intimidate me, to get me to
649 answer his questions and think that I was obligated to
650 answer his questions.

651 Q Was he there on any official business on
652 behalf of the DEA?

653 A No.

654 Q So did he explain why he was there?

655 A He did. He told me, he said that he was here
656 on behalf of the Washington Redskins to ask me questions
657 about Bruce Allen. He said he was working on behalf of
658 the law firm Reed Smith out of New York, and their
659 private investigator reached out to him because he was
660 local and asked for him to come and speak with me. He
661 then said that this is regarding interactions with Bruce
662 Allen and the sexual misconduct investigation with the
663 Washington Redskins.

664 Q And when he said that, when he mentioned the
665 sexual misconduct investigation, did you understand that
666 to be referring to the ongoing investigations by Beth
667 Wilkinson into the Washington Commanders?

668 A I'm not sure I'm able to answer that
669 question.

670 Q Why is that?

671 Ms. Banks. You can answer that question as to what
672 you understood he was referring to.

673 The Witness. Okay.

674 Okay, can you please ask that question again, then?

675 [REDACTED] Certainly.

676 BY [REDACTED].

677 Q When the private investigator mentioned the
678 sexual misconduct investigation, did you understand that

679 to mean the investigation by Beth Wilkinson of the
680 Washington Commanders that was ongoing at the time?

681 A Yes.

682 Q So he said he was there to ask questions
683 about Bruce Allen and the sexual misconduct
684 investigation. Did he say anything else?

685 A I asked him -- I asked him, "So Dan Snyder
686 sent you?"

687 And he said, "Well, I'm not sure who's in charge of
688 the organization, but the Washington Redskins, yes,
689 ma'am, the NFL, yes, ma'am, sent me down here on behalf
690 of" -- and then he would open the folder and checked the
691 name and said, "the law firm Reed Smith."

692 Q Were you surprised that this private
693 investigator sent on behalf of Dan Snyder and the
694 Washington Commanders was asking you questions about
695 Bruce Allen and the sexual misconduct investigation?

696 A Yes.

697 Q Why is that?

698 Ms. Banks. Abby, I think that's enough.

699 The Witness. Okay.

700 BY 

701 Q Do I understand that you're unable to answer
702 that question?

703 A Yes, I'm unable to answer that question.

704 Q For the same reason as the one you stated
705 before?

706 A Yes, I'm legally not able to answer that
707 question.

708 Q Did the private investigator say anything
709 further to you after that?

710 A Yes. He asked me if I ever met Bruce Allen
711 or if I ever had any encounters with him, and I told him
712 no, which was the truth. He asked that several times.
713 He tried to ask me that same question in different ways.
714 And then he tried to start a conversation with a more
715 relaxed tone to ask me when I was on the team and
716 questions about that, I think to try to get me to lower
717 my guard and talk to him.

718 Q Did you, in fact, talk to him?

719 A No, I did not. I told him, "That's public
720 information. If you would like to know it, you can look
721 it up."

722 Q Did he say anything else to you?

723 A Yes. He said -- he asked me if I would be
724 willing to speak with their investigator. And I asked
725 him which one, and he said, "The investigator working
726 directly with the Reed Smith law firm." And I told him I
727 would have to consult my attorney, and then he asked who
728 that was, and I told him Lisa Banks.

729 Q Did he say anything else?

730 A Again, he tried to just engage in
731 conversation. I did not respond. And that's all, that
732 was the end of our interaction.

733 Q You mentioned that he asked you if you would
734 be willing to speak with the investigator working
735 directly for the law firm Reed Smith; is that right?

736 A Correct.

737 Q Did you ever end up speaking to that
738 investigator?

739 A No.

740 Q Why not?

741 Ms. Banks. Abby, if it involves conversations
742 between you and me, don't answer that question.

743 The Witness. Okay.

744 I'm not able to answer that question.

745 BY [REDACTED]

746 Q Did that investigator ever follow up with
747 you?

748 A No.

749 Q Did the investigator who came to your door
750 ever follow up with you after that?

751 A No.

752 Q Did any other private investigator working
753 for Reed Smith follow up with you?

754 A No.

755 Q Did anyone associated with Dan Snyder or the
756 Commanders ever follow up with you after that?

757 A No.

758 Q Other than your attorney, did you tell anyone
759 that the law firm working for Dan Snyder and the
760 Commanders had sent a private investigator to your home?

761 A I mentioned that the encounter happened to me
762 to the messaging group of the former cheerleaders.

763 Q And why did you do that?

764 A For moral support.

765 Q What do you mean by that?

766 A Just sharing an experience.

767 Q And this was sharing the experience with
768 other former cheerleaders who had also had private
769 investigators sent by Daniel Snyder and the Commanders
770 come to their homes; is that right?

771 A No, because they weren't -- not everyone was
772 sure who sent those private investigators. That was not
773 clear.

774 Q But the people on that text chain had also
775 had private investigators come to their home; is that
776 right?

777 A Some of them did.

778 Q And the private investigators who had come to

779 their home had also asked them about Bruce Allen and the
780 sexual misconduct investigation; is that right?

781 A Correct.

782 Q How did it feel to know that Daniel Snyder's
783 lawyers had sent a private investigator to sit outside
784 your house, come up to your door, and talk to you?

785 A It felt like a violation of my privacy and my
786 home.

787 Q Did it make you feel unsafe?

788 A Yes, it did. It made me feel unsafe, it made
789 me feel anxious and worried, slightly apprehensive about
790 leaving the house. Yes.

791 [REDACTED]. At this point, I think we can go off
792 the record, and I want to check with my Minority
793 colleagues whether they have questions for the witness.

794 [REDACTED] This is [REDACTED]. We do have some
795 questions, but would the witness like a five-minute
796 break?

797 Ms. Banks. That would be good if we could have a
798 five-minute break.

799 [REDACTED]. Perfect. So we'll be back at 11:23,
800 24.

801 Ms. Banks. That is fine.

802 [REDACTED]. Thank you.

803 (Recess.)

804 [REDACTED]. We can go back on the record.

805 BY [REDACTED].

806 Q Hi, Abigail, my name is [REDACTED] and I'm
807 going to be handling questions for a chunk of time for
808 the Minority. I just have, first, a few clarifying
809 questions from your testimony with the Democrats.

810 You mentioned that you had text messages from your
811 neighbor, and that's how you knew that the person had
812 showed up to your house. Do you still have those text
813 messages?

814 A I do not on my phone. She might still. I
815 could get them from her.

816 Q That's okay. And as far as the texts with
817 your former cheerleader group, do you still have those
818 messages?

819 A I'm unsure.

820 Q That's okay. You said that you had been
821 reading from some of the notes after the incident with
822 the person. Did you provide those notes to the Committee
823 prior to your interview?

824 A Did I provide the notes, as in send them the
825 documents?

826 Q Yes. Did you send them either to [REDACTED] or
827 [REDACTED] or anyone on the Committee?

828 A No.

829 Q Okay, thank you.

830 Getting into a little bit more of the substance of
831 what we've discussed so far this morning, you testified
832 that this person showed up to your house and stated that
833 they were here on behalf of the Washington Redskins to
834 talk about Bruce Allen; is that right?

835 A Correct.

836 Q And you said that you understood that to be
837 related to the Wilkinson investigation into the sexual
838 misconduct that had occurred at the team; is that right?

839 Ms. Banks. Actually, I think that sort of misstates
840 what she said, only that I think that the investigator
841 identified for her both that he was from the Washington
842 Redskins and he was looking into Bruce Allen and the
843 sexual misconduct investigation. I think it was from
844 that that she interpreted that it was Wilkinson's
845 investigation.

846 [REDACTED] I was about to get her understanding,
847 if I was reframing her understanding correctly, so thank
848 you for that distinction.

849 BY [REDACTED]

850 Q You said that this individual said that he
851 was there on behalf of the team, as in the Redskins team,
852 the NFL, and Reed Smith; is that right?

853 A Correct.

854 Q And did he provide you any evidence that he
855 was working on behalf of those people or groups?

856 A No, he did not provide evidence to me. He
857 was looking in a folder, he was checking the name of the
858 law firm, he would pause because he had forgotten it, and
859 look at it and read it to me.

860 Q He did not provide you any proof that he was
861 hired by the Washington Redskins?

862 A No.

863 Q He did not provide you any proof that he was
864 hired by the NFL?

865 A No.

866 Q And he did not provide you any proof that he
867 was hired by Reed Smith?

868 A No.

869 Q Did he provide you any proof that he was
870 hired by Dan Snyder?

871 A No.

872 Q Did you have any evidence to show who hired
873 him?

874 A No.

875 Q And going back to Exhibit 1 that the Majority
876 introduced. You mentioned and described this card as
877 unprofessional; is that right?

878 A Correct.

879 Q So based off of your experience and this card
880 that you were given by your neighbors, did this feel like
881 someone who was an expert investigator or someone that
882 would be hired for a high-profile investigation?

883 A I couldn't say. I don't know what type of --
884 what people do, who they hire.

885 Q And you mentioned that there was no
886 follow-up. There was two dates, right, April 29th and
887 May 6th. And then after that, there was no follow-up
888 from this person or any other investigator; is that
889 right?

890 A Correct.

891 Q Now, the Majority asked you questions towards
892 the end of their questioning and asked how did you feel
893 about the fact that Dan Snyder's lawyers sent a private
894 investigator to your house; is that right?

895 A Yes.

896 Q Do you have any evidence that it was, in
897 fact, Dan Snyder who sent this person to your home?

898 A You just asked me that. No.

899 [REDACTED]. We can go ahead and go off the record.
900 Thank you, Ms. Welch. I will turn things back over
901 to [REDACTED].

902 [REDACTED] Thanks. Can we take a short break?

903 (Recess.)

904 [REDACTED]. Back on the record.

905 BY [REDACTED]

906 Q Ms. Welch, I want to follow up on a question
907 that was asked to you by my Minority colleague, just so
908 the record is clear.

909 You were asked by my Minority colleague about
910 whether you had any evidence that the private
911 investigator who came to your house was sent by the
912 Washington Commanders.

913 I want to ask you, why did you think he was sent by
914 the Washington Commanders?

915 A Because that's what he told me.

916 Q What did he tell you again?

917 A Okay. Word for word? He said to me, he
918 said, "Well, I'm not sure who's in charge of the
919 organization, but the Washington Redskins, yes, ma'am,
920 the NFL, yes, ma'am, sent me down here on behalf of the
921 law firm Reed Smith."

922 Q Great. And then I wanted to ask you, you
923 said earlier that when the same private investigator
924 mentioned the sexual misconduct investigation, that, in
925 your mind, that referenced Beth Wilkinson's
926 investigation; is that right?

927 A Yes.

928 Q And had you been approached by the Wilkinson

929 team about their investigation?

930 A Yes.

931 Q And when the Wilkinson team approached you
932 about their investigation, did they approach you by
933 sending a private investigator to sit outside your house
934 for hours on end?

935 A Absolutely not, no.

936 Q How did they approach you?

937 A Directly.

938 Q Now, Ms. Welch, in February of 2021, it was
939 reported that there was a legal dispute between the
940 Washington Commanders and former cheerleaders regarding
941 lewd videos made without the cheerleaders' knowledge. Do
942 you know if this legal dispute was resolved?

943 A It has been resolved.

944 Q Earlier, you indicated that you were legally
945 unable to answer certain of my questions. Was your
946 inability to answer those questions related to the
947 resolution of that legal dispute?

948 A Yes.

949 Q So earlier when you indicated you were
950 legally unable to answer certain questions about the
951 hostile workplace at the Commanders, the lewd videos, the
952 Wilkinson investigation of the Commanders, was that
953 related to the resolution of this lewd video dispute?

954 Ms. Banks. I think she asked and answered that
955 question, or she answered that question already.

956 BY [REDACTED].

957 Q So the answer is yes?

958 A Yes. It seems like you're just rephrasing it
959 in different ways, but that was my answer.

960 Q Okay.

961 [REDACTED] I don't think I have any additional
962 questions. Can we go off the record?

963 (Discussion held.)

964 (Recess.)

965 [REDACTED] We can go back on the record.

966 BY [REDACTED].

967 Q Ms. Welch, again, just a few more questions.

968 After the incident, did you contact the Redskins
969 football team to follow up and ask if they had sent
970 somebody to your house?

971 A No.

972 Q Did you contact the NFL to see if they had
973 hired this person and sent them to you?

974 A No. You don't just contact the NFL.

975 Q Did you contact Dan Snyder to ask if he sent
976 this person?

977 A No. This person told me that he sent him, so
978 I did not feel the need to follow up on that.

979 Q This person told you that the Redskins and
980 the NFL had sent him on behalf of Washington Reed; isn't
981 that your testimony? Sorry, Reed Smith.

982 A He said to me that he was here on behalf of
983 the Washington Redskins working on behalf of the law firm
984 Reed Smith. And I asked him, "So Dan Snyder sent you?"
985 And he said, "Well, I'm not sure who is in charge of the
986 organization, but the Washington Redskins, yes, ma'am,
987 the NFL, yes, ma'am, sent me down here, yes." That was
988 his answer.

989 Q And that's the evidence that you used to base
990 your perception on who sent this person, right?

991 A Yes.

992 Q Okay. And so you didn't follow up with Reed
993 Smith, the law firm, afterwards?

994 A No.

995 Q All right.

996 [REDACTED]. Those are all our questions. Thank you
997 so much.

998 [REDACTED]. Thank you. If we could have just one
999 second.

1000 (Pause.)

1001 [REDACTED] I have just one question, Ms. Welch.

1002 BY [REDACTED].

1003 Q Before you asked about Daniel Snyder, who did

1004 the private investigator say had sent him?

1005 A He said the Washington Redskins and the law
1006 firm Reed Smith.

1007 Q Thank you.

1008 [REDACTED]. And we have no further questions. So
1009 unless my Minority colleagues have any other questions?

1010 [REDACTED]. No, we're all good. Thank you so much,
1011 Ms. Welch.

1012 The Witness. Thank you.

1013 [REDACTED]. Thank you very much, Ms. Welch. We
1014 really appreciate your coming in and talking with us
1015 today. And thank you very much.

1016 Ms. Banks. Thanks, everyone.

1017 [Whereupon, at 12:06 p.m., the taking of the instant
1018 interview ceased.]