

9/11/19

**EMPLOYEE 4**

Attorney  
HD  
12/4/89

1:10 pm

Standard Offer Agreement

In lieu of GJ subpoena

Former employment

2014-2016

/US Army

→ Nov 2009  
HD July 2013

College Grad 2016  
Medare Guards

Business Degree

Brooklyn NY

3 yrs

BOP 2016  
straight to MCC

Swaks total

Training

AETC@Glynco "IF" Classroom Training (Powerpoint)

1st - MCC - CO (Household units and Gen Pop)

11 South

New Material Handler (1 month ago)

Ordering Commissary Warehouse

4 1/2 OT in last year

Aug - Nov → 8a-4p → Aug 5 → Material Handler

before Aug 5 → 4p-12a (11 South)

Thurs + Fri RDO

→ wanted promotion Sat + Sun RDO

OT → 115 mandated OT 3-4 times a week

→ could get written up if refused

will volunteer for OT so wouldn't get post don't want

SHU → didn't have as a post during a quarter but has worked there a handful of times

Never went to SHU training → AHT (would have info about SHU) possibly 2 Xs went to AHT

Post Orders for SHU → doesn't recall if reviewed has read Post Orders but not sure if SHU specifically

maybe 10 Xs worked in SHU

Instr. Counts → aware needs to be done <sup>→ an important part of policy</sup>  
4pm, 10pm, 12a, 3a, 5am  
Sat/Sun 10am

Count w/ 2 Officers → 1 goes + counts then other goes <sup>switch</sup>  
+ counts → compare #s  
do all Tiers

Call in # if agree on #

Count slips → both <sup>officers</sup> sign

Same in STHU as Gen Housing Units

Count slips part of door 21 → lower level near laundry room

30 min rounds → not enforced as much until around  
El Chape was there + some officers <sup>got in trouble for not doing rounds</sup>  
Isabono + Ortiz <sup>4pm 2017</sup>

W:  
2016 → 30 min rds → under 10Xs in <sup>worked</sup> STHU  
→ not as enforced for every 30 min. → just should do rounds  
didn't really see 30 min rd sheets  
Don't remember when exactly said should do 30 min  
rds or frequent rounds

30 min rd forms → <sup>app</sup> 2017/2018

was told to write down when did rounds  
didn't fill in something didn't do →  
may have written in to make consistent (5:01, 5:31)  
would fill in during shift

Possible

could have written down 4 30 min rds + only did 2  
→ Why? <sup>issue w/ inmate → suicide situation</sup>  
<sup>was told to have to be consistent w/ 30 min → needs to have consistent flow</sup>

dealt w/ inmate on a tier  
could not count

Video wouldn't show consistent 30 min flow → but would see going to tiers for normal duties

Yes → now Officers making more rounds b/c Epstein  
Before → <sup>Epstein</sup> not as much b/c burnt out, always stressed, work so many hours → may not be able to work w/ Officer who is 100% → no sleep  
↳ zombie-like exhausted

Yes, would cut corners → like writing did round and didn't  
~~3 out of 5 times~~ <sup>30 min</sup> rounds would vary on different days sometimes more than others

Don't think missed a count prior to Aug 9 in 5HU didn't do 10pm count

Aug 9 @ 12a-8a into 9th normal shift

did 12am count (doesn't remember who)

Lt. [redacted] called and asked if could work 5HU → said he would b/c felt a little pressure so said he would

2 inmates on Epstein's tier → [redacted] said was going to hang themselves → told other officers → Lt. was called

+ they were out in SW 7:30pm 4p-12a shift  
[redacted] Noel were on shift  
↳ acting Lt. [redacted]

→ after this → started crashing → feet skated to [redacted] → really tired

Epstein → app. around 8pm → put to cell on L Tier → possibly [redacted] (might have helped do this) helped Noel feed him → later than rest of shift b/c came up late

12a-8p Vol OT  
8a-4p Reg shift  
4p-12a 5HU OT

voluntary OT wasn't 5HU/15 South thinks  
8a-4p warehouse  
worked regular shift worked w/ [redacted] for OT  
commissioner [redacted] feeding [redacted] trays

same cell last to left on L Tier

don't remember seeing Bullock

didn't see Epstein in shower area  
Epstein didn't say anything when fed → seemed "normal"

15-20 min after put in cell (after a 2 hr. arr. sign) → immediately after

→ took food, Noel [redacted] left tier, did a couple things around SHU, used bathroom → by laundry area  
may have eaten

food tray → black tray → different b/c Jewish  
doesn't know if tray was removed

→ paper-like can be thrown away  
common fare trash

went back to desk → talked to [redacted] + Noel  
Epstein was alone in cell - wasn't aware was supposed to have cellmate

Didn't know should have one, since tried to  
was told cellmate had went home. → thinks from other inmates while working commissary

Control Center → middle of day → cellmate  
should be taken off count b/c ~~not~~ coming

pretty sure would have called because that's what usually happens  
thinks heard from either Davis or Noel

→ thinks this happened but didn't talk to Control himself  
so knew by 4pm, cellmate was gone

Aug 9<sup>th</sup>  
10pm count → didn't do → no one ever said wasn't going to count  
thinks signed count slip but can't say for sure → just mentioned  
has to go w/ 2 signatures - so Noel would have had to sign it  
best memory - Noel called in  
talking to Noel seems very very tired very very tired

showed  
#1

Count slip for 8-9-19  
said it was his signature  
other signature  $\rightarrow$  not his signature  $\rightarrow$  ~~would~~<sup>should</sup> be Noel's  
weren't there for 4pm count  $\rightarrow$  had already been done  
need 2 to do the count  $\rightarrow$  so, Noel can't do by himself  
so  $\rightarrow$  10pm not done  
not sure what "93+1" was or where it came from  
probably did a good amount of rounds but don't remember <sup>reason</sup>  
[redacted] left @ 10pm  
need 2 to turn off lights

#2 not his signature  
didn't see Noel fill out  
4:01pm - 7:36pm  $\rightarrow$  accurate as to Officers  
going around to different tiers  
will communicate w/ tiers officers are going down  
doesn't matter who does  $\rightarrow$  just as long as  
gets done

pretty sure Noel would have filled out round sheet  
b/c she was 5th officer

fish  $\rightarrow$  fed Epstein  $\rightarrow$   
don't recall phone call

Op-12a  $\rightarrow$  don't remember really what happened or  
what he did  $\rightarrow$  just remember Thomas came in  
a relieved him

Novel → he <sup>started</sup> called her (they are friends) <sup>after incident after found out Epstein was dead</sup>  
↳ <sup>called back</sup> said OK but scared to talk over phone <sup>co-workers</sup>  
↳ around 8/10 around 4pm

had talked after that → 2<sup>nd</sup> conversation →  
a week to week + 1/2 ago  
to check on how she was doing  
didn't talk about what had happened → she seemed  
scared  
he told her about how he had a lawyer

<sup>talked</sup> [redacted] after Epstein died → [redacted] kept telling him  
he had nothing to worry about → Epstein didn't  
die on his watch + he had worked 24 hrs.

<sup>would</sup> <sup>spoke</sup> overall problem re: counts + rounds  
tired → OT → no sleep

SHU → based on his time in SHU → <sup>Insti.</sup> Count actually done just not <sup>at</sup> that <sup>time</sup>  
overhear about SHU counts/rounds <sup>not conducted</sup> → "rumors" <sup>of 9 Aug @ 10pm</sup>  
not specifically told didn't do  
30 min count → yes, <sup>have</sup> <sup>officers</sup> seen blow off  
but counts done (besides the one not done 8/9 10pm)

MCC NEW YORK  
SPECIAL HOUSING UNIT  
30 MINUTE CHECK SHEET  
L-TIER

DATE: 08/09/2019

2

| TIME FRAME     | TIME START | TIME END | SIGNATURE  | TIME FRAME     | TIME START | TIME END | SIGNATURE  | TIME FRAME     | TIME START | TIME END | SIGNATURE  |
|----------------|------------|----------|------------|----------------|------------|----------|------------|----------------|------------|----------|------------|
| 12:00-12:30 AM | 1201       | 1202     | [REDACTED] | 8:00-8:30 AM   | 802        | 803      | [REDACTED] | 4:00-4:30 PM   | 401        | 402      | [REDACTED] |
| 12:30-1:00 AM  | 1233       | 1234     | [REDACTED] | 8:30-9:00 AM   | 836        | 837      | [REDACTED] | 4:30-5:00 PM   | 433        | 434      | [REDACTED] |
| 1:00-1:30 AM   | 103        | 104      | [REDACTED] | 9:00-9:30 AM   | 908        | 909      | [REDACTED] | 5:00-5:30 PM   | 503        | 504      | [REDACTED] |
| 1:30-2:00 AM   | 131        | 132      | [REDACTED] | 9:30-10:00 AM  | 940        | 941      | [REDACTED] | 5:30-6:00 PM   | 531        | 532      | [REDACTED] |
| 2:00-2:30 AM   | 201        | 202      | [REDACTED] | 10:00-10:30 AM | 1011       | 1012     | [REDACTED] | 6:00-6:30 PM   | 601        | 602      | [REDACTED] |
| 2:30-3:00 AM   | 235        | 236      | [REDACTED] | 10:30-11:00 AM | 1046       | 1047     | [REDACTED] | 6:30-7:00 PM   | 635        | 636      | [REDACTED] |
| 3:00-3:30 AM   | 301        | 302      | [REDACTED] | 11:00-11:30 AM | 1108       | 1109     | [REDACTED] | 7:00-7:30 PM   | 701        | 702      | [REDACTED] |
| 3:30-4:00 AM   | 333        | 334      | [REDACTED] | 11:30-12:00 AM | 1138       | 1139     | [REDACTED] | 7:30-8:00 PM   | 733        | 734      | [REDACTED] |
| 4:00-4:30 AM   | 406        | 407      | [REDACTED] | 12:00-12:30 PM | 1213       | 1214     | [REDACTED] | 8:00-8:30 PM   | 806        | 807      | [REDACTED] |
| 4:30-5:00 AM   | 430        | 431      | [REDACTED] | 12:30-1:00 PM  | 1238       | 1239     | [REDACTED] | 8:30-9:00 PM   | 830        | 831      | [REDACTED] |
| 5:00-5:30 AM   | 500        | 501      | [REDACTED] | 1:00-1:30 PM   | 108        | 109      | [REDACTED] | 9:00-9:30 PM   | 900        | 901      | [REDACTED] |
| 5:30-6:00 AM   | 533        | 534      | [REDACTED] | 1:30-2:00 PM   | 140        | 141      | [REDACTED] | 9:30-10:00 PM  | 933        | 934      | [REDACTED] |
| 6:00-6:30 AM   | 602        | 603      | [REDACTED] | 2:00-2:30 PM   | 205        | 206      | [REDACTED] | 10:00-10:30 PM | 1002       | 1003     | [REDACTED] |
| 6:30-7:00 AM   | 632        | 633      | [REDACTED] | 2:30-3:00 PM   |            |          | [REDACTED] | 10:30-11:00 PM | 1032       | 1033     | [REDACTED] |
| 7:00-7:30 AM   | 702        | 703      | [REDACTED] | 3:00-3:30 PM   |            |          | [REDACTED] | 11:00-11:30 PM | 1102       | 1103     | [REDACTED] |
| 7:30-8:00 AM   | 731        | 732      | [REDACTED] | 3:30-4:00 PM   |            |          | [REDACTED] | 11:30-12:00 PM | 1131       | 1132     | [REDACTED] |

MORNING WATCH  
OPERATIONS  
LIEUTENANT

DAY WATCH  
OPERATIONS  
LIEUTENANT

EVENING WATCH  
OPERATIONS  
LIEUTENANT

A staff member must observe all inmates confined in a continuous locked down status, such as administrative detention or disciplinary segregation, at least once in the first 30 minute period of the hour (example, 12:00 a.m. – 12:30 a.m.) followed by another round in the second 30 minutes period of the same hour (example, 12:30 am – 1:00 a.m.), thus ensuring an inmate is observed at least twice per hour. These rounds are to be conducted on an irregular schedule and no more than 40 minutes apart. All observations must be documented.

REVIEWED BY MORNING WATCH LIEUTENANT \_\_\_\_\_

CAPTAIN \_\_\_\_\_

①

Metropolitan Correctional Center  
Official Count Slip

Unit: IA Date: 8/9/2019  
 Count: 86 Time: 10:00 pm

Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_

Metropolitan Correctional Center  
Official Count Slip

Unit: GN Date: 8-9-19  
 Count: 78 Time: 10:00 pm

Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_

Metropolitan Correctional Center  
Official Count Slip

Unit: KN Date: 8/9/19  
 Count: 88 Time: 10:00 pm

Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_

Metropolitan Correctional Center  
New York, New York  
Official Count Slip

Unit: AS + 1 Date: 8/9/2019  
 Count: 1 Time: 10:00 pm

1. Print Name: \_\_\_\_\_  
 1. Signature: \_\_\_\_\_  
 2. Print Name: \_\_\_\_\_  
 2. Signature: \_\_\_\_\_

Metropolitan Correctional Center  
Official Count Slip

Unit: ES Date: 8/9/19  
 Count: 73 Time: 10:00 pm

Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_

Metropolitan Correctional Center  
Official Count Slip

Unit: ES Date: 08-09-19  
 Count: 73 Time: 10:00 pm

Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_

Metropolitan Correctional Center  
Official Count Slip

Unit: ZA Date: 8-9-19  
 Count: 43 + 1 Time: 10:00 pm

Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_

Metropolitan Correctional Center  
New York, New York  
Official Count Slip

Unit: ZB Date: 8-9-19  
 Count: 5 Time: 10:00 pm

1. Print Name: \_\_\_\_\_  
 1. Signature: \_\_\_\_\_  
 2. Print Name: \_\_\_\_\_  
 2. Signature: \_\_\_\_\_

Metropolitan Correctional Center  
Official Count Slip

Unit: EA Date: 08-09-19  
 Count: 100 Time: 10:00 pm

Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Print Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_