



## FEDERAL BUREAU OF INVESTIGATION

Date of entry 09/24/2021

LESLEY GROFF, date of birth (DOB) [REDACTED], was interviewed pursuant to a proffer agreement at 39 Broadway Suite 1610, New York, New York. Present for the proffer was GROFF's attorney Michael Bachner. Also present for the proffer was Assistant United States Attorneys [REDACTED] and [REDACTED], along with Special Agent [REDACTED]. After being advised of the identity of the above listed individuals and the nature of the interview, GROFF provided the following information:

GROFF is in retirement along with her husband. GROFF has a [REDACTED] son. GROFF enjoys exercising and listening to books on tape. GROFF resigned in July 2019 from working for JEFFREY EPSTEIN (EPSTEIN). GROFF had started working for EPSTEIN in February 2001.

GROFF attended college in North Texas and is a UTD graduate. GROFF lived in Texas then met a man who lived in New Jersey which caused her to move to the area. GROFF worked for nine years at an office supply company. GROFF then divorced. GROFF then worked at Nordstrom. GROFF met her current husband at a triathlon; GROFF was still working at Nordstrom at the time. GROFF wanted to be an event planner and thought Wall Street would be a great place to work.

A headhunter, RUSSELL, found her resume on Monster. GROFF was looking at a job to work for the Knicks, but it was taken. GROFF met with RUSSELL and he told her that there was a job to organize one man's life. This man was EPSTEIN, a Manhattan socialite. GROFF had never heard of EPSTEIN before this. GROFF interviewed for the position. GROFF interviewed with [REDACTED] ([REDACTED]), who was GHISLAINE MAXWELL's (MAXWELL) assistant at the time. Then GROFF interviewed with MAXWELL before interviewing with EPSTEIN the next day when he was in town. GROFF interviewed at 457 Madison on the 4<sup>th</sup> floor; this location was part of a palace. GROFF was in the front office before going to EPSTEIN's office. GROFF met with all three people on the

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 by [REDACTED]

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same day; it was a normal interview about being an executive assistant. During the interview, the phone kept ringing. EPSTEIN would talk then hang up. It seemed to be a very vibrant office.

GROFF had to sign a non-disclosure agreement. If GROFF spoke about business people, which GROFF thought included LES WEXNER (WEXNER), she would owe him \$100,000. GROFF had never seen anything like the non-disclosure agreement before working for EPSTEIN.

GROFF had her own office in the back. Others that worked at the office were two attorneys, an assistant, a trader, a travel assistant [REDACTED] ( [REDACTED] ), and [REDACTED]. MAXWELL came in and out of the office. EPSTEIN did not work a 9-5 schedule. EPSTEIN gave GROFF pages including a call list, who he wanted to see, and appointments. GROFF had to reorganize and shift things. At the time, GROFF made all phone calls, including calling the driver, chef, and other people. GROFF had two phones on her desk; it was hectic. GROFF was told that mistakes were not tolerated. It was challenging; GROFF liked that. Sometimes, GROFF went home in tears; sometimes for messing up his day. GROFF felt it was pretty incredible to see all the people EPSTEIN dealt with in politics, television, etcetera. GROFF felt "wow"; prior to working for EPSTEIN, she never knew people who owned a plane, etcetera. GROFF found out about MAXWELL's father and life. GROFF felt like their (EPSTEIN and MAXWELL) lives were the lifestyle of the rich and famous.

GROFF described getting into the office she would have to go in through the palace and go straight through the hotel portion. The left side was where EPSTEIN's office was located. GROFF thought on the fourth floor was where the office was located. There were other businesses in the building. They had a view of the 5<sup>th</sup> Avenue Cathedral. Once off of the elevator, there was a desk for the receptionist - GROFF could not remember if this was there the day she left. After going straight, there would be a large office for two accountants and the trader. The accountant was ERIC GAINNEY (GAINNEY), who had an assistant accountant BELLA KLEIN (BELLA). The trader was HARRY BELLER (BELLER). The person who was EPSTEIN's assistant would be at the receptionist desk; someone was always there and it changed over time. There was [REDACTED] ( [REDACTED] ), [REDACTED] ( [REDACTED] ), and [REDACTED] ( [REDACTED] ). The controller was EMAD HANNA (HANNA). When GAINNEY left, he was replaced by RICH KAHN (KAHN). To the right of the office were

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the attorneys, DARREN INDYKE (INDYKE) and JEFF SCHANTZ (SCHANTZ). Straight back was GROFF's office. Towards the left was EPSTEIN's office and towards the right was a desk for MAXWELL and her assistant [REDACTED]. LAUREN QUITNER (QUITNER) was an assistant to the attorneys. There was a desk for [REDACTED], which changed to [REDACTED] ([REDACTED]) when [REDACTED] left.

EPSTEIN wanted an estate manager, which kept turning over. There were a lot of people in the office. They first started building MAXWELL's house. After her house was built, she moved her and her assistant to her house. MAXWELL was maybe at the office once a week and brought her dog Max.

Full-time employees included the attorneys, QUITNER, [REDACTED], and the people in the front office. GROFF worked 9-5 Monday through Friday for the first couple years. GROFF then became pregnant and had a son and was off for about 3-4 months. [REDACTED] took over while GROFF was on maternity leave. Approximately a year and a half later, MAXWELL's assistant left and [REDACTED] moved back to being her assistant.

GROFF started a job share where she worked Tuesday, Wednesday, and Thursday and [REDACTED] worked Monday and Friday. EPSTEIN would leave New York Friday and return Monday night. EPSTEIN wanted GROFF there to do the call list. EPSTEIN called in the morning to schedule business meetings, architects, designers. When GROFF would think he was done, he'd decide he'd want to do it all over again. GROFF remembered seeing an invoice of a carpet for an airplane that was more than she made.

Back then, GROFF did not use email. EPSTEIN called constantly. EPSTEIN told her to call a certain individual then he would want an immediate call back. GROFF relayed messages, make and break appointments, and contact houses. GROFF would have JOJO sit outside certain locations. GROFF made appointments for lunch dates, but he did not like; people would come eat but he would not eat. EPSTEIN did not like wasting time.

The first time EPSTEIN laid into GROFF was when she moved an appointment and forgot to tell the other person. EPSTEIN did not let it go; GROFF ruined his whole day saying he can't get that time back.

GROFF would tell the pilot when EPSTEIN wanted to leave. For example, GROFF would tell the pilot he would want to "leave tomorrow at 4pm to Palm Beach". GROFF did not make airline reservations at the time; [REDACTED] made

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those reservations then. EPSTEIN told GROFF to tell [REDACTED] to make the reservations. A lot of people traveled on EPSTEIN's plane. EPSTEIN might tell GROFF. The lingo he used was "do you need a ride". GROFF would call and ask if he wanted friends then GROFF would call them. The pilot, LARRY, needed to know. GROFF would ask EPSTEIN then she would relay that information to LARRY. Sometimes, EPSTEIN told GROFF who was traveling with him and other times he told LARRY himself. GROFF talked with EPSTEIN when he was away. EPSTEIN often traveled with MAXWELL. The first year [REDACTED] traveled often with them as well then [REDACTED] traveled with them. The assistants traveled with EPSTEIN. TED MEISTER (MEISTER) was on the plane a lot; he liked to go to Palm Beach. MAXWELL and [REDACTED] were usually on the plane with EPSTEIN.

MAXWELL traveled quite a bit. GROFF thought MAXWELL did her own things as well. GROFF was not MAXWELL's assistant and did not see her as much. MAXWELL was a big part of EPSTEIN's life. MAXWELL introduced EPSTEIN to a lot of people in her circle. This was GROFF's perception because GROFF knew her background. GROFF's impression was that she knew that was how EPSTEIN met royalty - through MAXWELL. MAXWELL did not talk to GROFF. GROFF never had normal conversations with MAXWELL or EPSTEIN. MAXWELL told GROFF she was not to engage in frivolous conversation with EPSTEIN. If GROFF bought movie tickets for EPSTEIN, she was not allowed to ask if he liked the movie the next day.

GROFF did not have a lot to do with the CLINTON trip. MAXWELL dealt with the details. GROFF's perception was that MAXWELL knew CLINTON first but GROFF did not know for sure.

GROFF recalled a conversation with MAXWELL in the very beginning, probably around GROFF's first week. MAXWELL told her, "You're here to work." MAXWELL told her that EPSTEIN did not need extra conversation and that she was not allowed to fraternize on the phone, that the people she spoke to were EPSTEIN's friends not GROFF's friends. GROFF found this similar to Wall Street in that she could not fraternize.

GROFF was asked to go to a party. This was probably within the first month of working for EPSTEIN. GROFF went to the party with her husband, who knew other Wall Street people. EPSTEIN found out and "torched" her the following Monday. EPSTEIN told GROFF he was going to fire her but put her

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on probation instead. GROFF had to keep herself totally separate. It made sense to GROFF, so she never did it again.

From the beginning, massage was a part of EPSTEIN's day; they were normal appointments. GROFF thought MAXWELL told her EPSTEIN had to have a massage every day. [REDACTED] and [REDACTED] trained GROFF too, but GROFF thought MAXWELL told her that. It was presented like it was totally normal. [REDACTED] and [REDACTED] had been there prior to GROFF and no one seemed like it was out of the ordinary. GROFF's job was to make appointments. To GROFF, making massage appointments was just another appointment she had to make for EPSTEIN. EPSTEIN would call GROFF in the morning and say something like, "Call [REDACTED] and see if she can do a massage at 4." EPSTEIN would then call GROFF every 15 minutes. If GROFF told EPSTEIN she could not get "[REDACTED]" he would tell GROFF to call someone else instead.

There was a directory of contacts, not just massage people. Anyone could go in and update the list; everyone had access. It was kept on the computer in an old antiquated system. GROFF thought it was just a file on the computer; they used PCs not Apple computers. They had a message sheet and directory. There was an IT guy who came every so often if they had computer problems. When GROFF was told to call someone, she would pull the phone number from the directory. EPSTEIN gave GROFF a name and phone number, but if the person had been around for a while, the number would be in the computer.

For massages in New York at EPSTEIN's residence, GROFF scheduled for New York. GROFF thought she may have scheduled massages for EPSTEIN's Palm Beach residence, but it was not as much. When EPSTEIN left New York and took an assistant with him, the assistant took over the daily things in Palm Beach, New Mexico, and Paris.

GROFF had a call list everyday of people she had to call for EPSTEIN. Outside New York, GROFF did not know who scheduled the massage appointments. GROFF did not recall specifically making appointments outside of New York, but stated that it was possible. GROFF definitely made appointments in New York.

GROFF thought MAXWELL made an extra book. GROFF described the book as super thick that was printed in a larger type to see. It was a little black

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book. MAXWELL had them printed and bound. GROFF thought she wanted to have them on the plane or next to the phones. GROFF recalled seeing one on her (GROFF) desk. The black books were around. There was one on GROFF's desk when she first started working there. They were next to EPSTEIN's phones on the desk. GROFF did not know why she associated the books to MAXWELL; they were there before GROFF worked there. GROFF thought the books had been updated. GROFF did not know where they were printed. GROFF did not use the books; she used the computer. GROFF thought the books were everywhere, but maybe not in the accounting office. The books were at his homes. They were on the desk in rooms. There were a lot of important people in the books with their phone numbers, including politicians, actors, Wall Street individuals, and royalty. GROFF was not supposed to take the book home. GROFF thought the book fizzled out. It made sense that EPSTEIN wanted them next to the phone. It was just a tool for contacts. The book went away, but GROFF did not know when this happened. They changed over to Mac Computers.

EPSTEIN wanted to keep things simple. EPSTEIN wanted a list of dentists, scientists, etcetera. GROFF did not think she was there when the directory was first made, but was not sure. MAXWELL was an office manager and had stationary made. MAXWELL may have asked [REDACTED] to have them made. GROFF thought maybe she was assuming that MAXWELL made them.

[Agent note: At this point in the interview, GROFF was shown a document with a list of names and contact information. This document is attached in a 1A.] GROFF advised, "This looks like people he'd contact." GROFF did not recognize this specific document, but it looked like something GROFF could have typed up. GROFF recognized the names on the document. It seemed typical of when EPSTEIN would travel. A word document possibly could have been GROFF who copied and pasted from the directory to word. Using a Mac computer GROFF could copy and paste but she did not think she could copy and paste to word using the older computers. The list of people's names and numbers was constant.

[Agent note: GROFF was shown a document titled "Masseuses". This document is attached in a 1A.] GROFF advised that this document looked like something that would definitely be in the office that EPSTEIN asked to be put together. There were other documents made for architects, etcetera. GROFF advised this document did not look familiar. GROFF did not recall making this document but stated she was not saying she did not create it.

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GROFF advised the document looked old. GROFF recognized the names. To GROFF, this was just another list. GROFF recalled having to make a list of all the Ted speakers when she started. The lists printed out would be more for EPSTEIN to take with him. GROFF used the directory more.

[Agent note: GROFF was shown a document with title "Masseuses from JAN". This document is attached in a 1A.] GROFF's first thought was that "JAN" meant January. "New user" on the document was not significant to GROFF. The document stated, "Last saved by Lesley Groff". GROFF advised this looked like a list she could have put together. This was definitely something EPSTEIN would have wanted. It looks like something GROFF could have done but she could not recall this specific list. GROFF made a lot of lists.

If EPSTEIN traveled out of town he would want to see people. Sometimes, he would tell GROFF to add new people. If he went to Harvard, he would want a list of professors he would want to talk with while there.

When GROFF would call to schedule massage appointments, she would say something like, "Hi [REDACTED], how are you? Mr. Epstein is in New York and he's wanting to know if you can give him a massage at 4." The phone calls were short and to the point. A lot of times when GROFF called, the females were at casting calls and they would not know how long they would be there so they would have to call GROFF back. When EPSTEIN would call back for his messages, he would tell GROFF to forget that one and call "[REDACTED]". GROFF would call someone else and sometimes have to leave a message. Sometimes GROFF heard street noises in the background. GROFF called females and one male masseuse. GROFF distinctly remembered females being on casting calls because it was annoying because she wanted to get on with her day and could not because she had to schedule a massage appointment. Scheduling massage appointments was around 1% of GROFF's job. GROFF left a lot of messages; people would not answer their phones. Sometimes, people called GROFF asking to see EPSTEIN for a massage. Everyone wanted to see him. Anytime GROFF called someone, not just massage people, people just jumped to meet with EPSTEIN.

GROFF thought EPSTEIN was a money manager. His biggest client was WEXNER. GROFF knew this from the beginning because of the non-disclosure agreement she had to sign. GROFF thought EPSTEIN had other clients. GROFF

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thought EPSTEIN was doing some trades. EPSTEIN would tell GROFF to get someone - he did not have the number of a trader. GROFF had anxiety trying to get a trader. EPSTEIN did a lot with politics. EPSTEIN was a generous person, who gave to charity tables and wanted to be anonymous. EPSTEIN seemed very busy. EPSTEIN had an interest in decorating. GROFF was floored by the contacts he had all over the world; GROFF was impressed by that. GROFF had to learn how to dial overseas numbers.

MAXWELL was an office manager. This was how GROFF was introduced to MAXWELL. MAXWELL was EPSTEIN's best friend. GROFF saw EPSTEIN torch MAXWELL at times; he was angry with her. EPSTEIN got mad at his attorneys in the office. Sometimes MAXWELL left with her head down. GROFF did not like hearing EPSTEIN yell at SCHANTZ; but he did not walk out defeated. EPSTEIN and MAXWELL were confidants. GROFF knew EPSTEIN built MAXWELL her house; GROFF thought [REDACTED] told her this. It was just bought and under construction. GROFF thought EPSTEIN and MAXWELL were boyfriend/girlfriend. They were very carefree. They did not spend every moment together. GROFF thought EPSTEIN cared for MAXWELL and she cared for him. EPSTEIN and MAXWELL did not live together. GROFF did not know where MAXWELL was living while her house was being built.

When GROFF first started, MAXWELL helped with the rules. MAXWELL told her that when EPSTEIN calls GROFF to give requirements, if GROFF did not understand something, to stop him then and do not wait until the end because it will make EPSTEIN mad. EPSTEIN was famous for talking under his breath and mumbling. GROFF did not have normal conversations with MAXWELL. GROFF did not talk to MAXWELL about her wedding or when she was pregnant. MAXWELL would come and go from the office and bring her dog into the office. MAXWELL had her own driver. There was a guy who was the driver and a girl who was the maid. Looking back, GROFF did not know how much managing MAXWELL actually did. When MAXWELL's house was being built, that was her priority. MAXWELL was in the office next to GROFF.

[Agent note: At this point in the interview, GROFF was shown a black book. This book is 1A-9 in case file 72-MM-113327.] GROFF advised this book did not look like the one she saw. The one GROFF saw had larger writing. It was the same size but the one she remembered had a thicker binding. GROFF thought it was probably the same information inside. This information would have been in the directory. To GROFF's recollection, it looked the same.

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GROFF recalled the directory was alphabetical.

GROFF did not have conversations with MAXWELL about massages. GROFF worked 9-5; EPSTEIN did not contact GROFF on the weekends.

GROFF remembered MAXWELL called BELLA, who was from Russia, about the KGB. MAXWELL had to check every invoice. MAXWELL smiled and was happy, except when EPSTEIN got upset with her. MAXWELL talked to everybody; it seemed business related. [REDACTED] traveled with MAXWELL on EPSTEIN's plane.

EPSTEIN and MAXWELL were volatile. One moment EPSTEIN would be screaming and the next he was down to business. MAXWELL tended to carry it and leave.

GROFF thought the whole office seemed happy, like the employees were happy, and it was a nice place to work.

Sometimes GROFF was asked to messenger money for massages and sometimes JOJO took money for the massages to give to people. EPSTEIN sent everything by messenger. EPSTEIN sent things FedEx. GROFF got the money from accounting and would pay someone around \$100. GROFF would type a message to BELLA; GROFF thought BELLA had the petty cash box. BELLA put money in an envelope. Then it would be put in a messenger box. JOJO or a messenger would pick it up. This did not happen all of the time, but rather some of the time. No one ever came to the office to pick up money, except JOJO or a messenger.

GROFF never went to EPSTEIN's house until 2013. GROFF went to EPSTEIN's island. GROFF was at a wedding on Tortola. EPSTEIN told GROFF she should go to the island. EPSTEIN was not on the island when she went. MILES ALEXANDER and KATHY ALEXANDER fed GROFF and her husband lunch then they went back. GROFF went on a trip with her husband to London. EPSTEIN said they could stay at his guest room in Paris. They stayed there a couple of nights then went back to London. GROFF did not go to the New Mexico Ranch. GROFF did not travel with EPSTEIN.

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