



U.S. House of Representatives

# COMMITTEE ON ETHICS

## Employee Post-Travel Disclosure Form

Original  Amendment

This form is for disclosing the receipt of travel expenses from private sources for travel taken in connection with official duties. This form does not eliminate the need to report privately-funded travel on the annual *Financial Disclosure Statements* of those employees required to file them. In accordance with House Rule 25, clause 5, **you must complete this form and file it with the Clerk of the House, B-81 Cannon House Office Building, within 15 days after travel is completed.** Please **do not** file this form with the Committee on Ethics.

**NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.**

1. Name of Traveler: Sophie Trainor
2. a. Name of Accompanying Relative: \_\_\_\_\_ OR None   
 b. Relationship to Traveler:  Spouse  Child  Other (specify): \_\_\_\_\_
3. a. Dates: Departure: 10/2/2019 Return: 10/03/19  
 b. Dates at Personal Expense, if any: \_\_\_\_\_ OR None
4. Departure City: Washington, DC Destination: New York, New York Return City: New York, New York
5. Sponsor(s), Who Paid for the Trip: Recording Industry Association of America
6. Describe Meetings and Events Attended: Attended multiple educational meetings about the music industry and how federal laws and regulations affect the public and music industry as a whole.
7. Attached to this form are **each** of the following, *signify that each item is attached by checking the corresponding box:*
  - a.  a completed *Sponsor Post-Travel Disclosure Form*;
  - b.  the *Primary Trip Sponsor Form* completed by the trip sponsor **prior** to the trip, **including all** attachments **and** the *Grantmaking or Non-Grantmaking Sponsor Forms*;
  - c.  page 2 of the completed *Traveler Form* submitted by the employee; **and**
  - d.  the letter from the Committee on Ethics approving my participation on this trip.
8. a. I represent that I participated in each of the activities reflected in the attached sponsor's agenda.  
**Signify statement is true by checking the box:**   
 b. If not, explain: \_\_\_\_\_

**I certify that the information contained on this form is true, complete, and correct to the best of my knowledge.**

Signature of Traveler: *Sophie Trainor* Date: 10/11/19

I authorized this travel in advance. I have determined that all of the expenses listed on the attached *Sponsor Post-Travel Disclosure Form* were necessary and that the travel was in connection with the employee's official duties and would not create the appearance that the employee is using public office for private gain.

Name of Supervising Member: *Brett Guthrie* Date: 10/11/19

Signature of Supervising Member: *Brett Guthrie*



# U.S. House of Representatives COMMITTEE ON ETHICS

## Sponsor Post-Travel Disclosure Form

Original  Amendment

This form must be completed by an officer of any organization that served as the primary trip sponsor in providing travel expenses or reimbursement for travel expenses to House Members, officers, or employees under House Rule 25, clause 5. **A completed copy of the form must be provided to each House Member, officer, or employee who participated on the trip within ten days of their return.** You must answer all questions, and check all boxes, on this form for your submission to comply with House rules and the Committee's travel regulations. Failure to comply with this requirement may result in the denial of future requests to sponsor trips and/or subject the current traveler to disciplinary action or a requirement to repay the trip expenses.

**NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.**

1. Sponsor(s) who paid for the trip: Recording Industry Association of America

2. Travel Destination(s): New York, New York

3. Date of Departure: 10/02/2019 Date of Return: 10/03/2019

4. Name(s) of Traveler(s): Amy Bos, Erick Harris, Jennifer Lauterbach, Paul Taylor, Sophie Trainor

*Note:* You may list more than one traveler on a form only if **all** information is **identical** for each person listed.

5. Actual amount of expenses paid on behalf of, or reimbursed to, each individual named in Question 4:

	Total Transportation Expenses	Total Lodging Expenses	Total Meal Expenses	Total Other Expenses (dollar amount per item and description)
Traveler	Train: \$106.00 Uber/Cabs: \$31.31	\$250.00	\$35.28	NA
Accompanying Family Member	NA	NA	NA	NA

6. All expenses connected to the trip were for actual costs incurred and not a *per diem* or lump sum payment. *Signify statement is true by checking box:*

I certify that the information contained in this form is true, complete, and correct to the best of my knowledge.

Signature:  Date: 10/09/2019

Name: Victoria Sheckler Title: SVP, Deputy General Counsel

Organization: Recording Industry Association of America

*I am an officer of the above-named organization. Signify statement is true by checking box:*

Address: 1025 F Street NW 10th Floor, Washington DC 20004

Telephone: 202-857-9603 Email: vsheckler@riaa.com

*Committee staff may contact the above-named individual if additional information is required.*

If you have questions regarding your completion of this form, please contact the Committee on Ethics at 202-225-7103.



U.S. House of Representatives

# COMMITTEE ON ETHICS

## TRAVELER FORM

1. Name of Traveler: Sophie Trainor #
2. Sponsor(s) who will be paying for the trip: Recording Industry Association of America (RIAA)

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3. City and State OR Foreign Country of Travel : New York, New York
4. a. Date of Departure: 10/2/19 Date of Return: 10/3/19
- b. Will you be extending the trip at your personal expense?  Yes  No  
If yes, list dates at personal expense: \_\_\_\_\_
5. a. Will you be accompanied by a family member at the sponsor's expense?  Yes  No If yes:
  - (1) Name of Accompanying Family Member: \_\_\_\_\_
  - (2) Relationship to Traveler:  Spouse  Child  Other (specify): \_\_\_\_\_
  - (3) Accompanying Family Member is at least 18 years of age:  Yes  No
6. a. Did the trip sponsor answer "Yes" to Question 8(c) on the *Primary Trip Sponsor Form* (i.e., travel is sponsored by an entity that employs a registered federal lobbyist or a foreign agent)?  Yes  No
- b. If yes, and you are requesting lodging for two nights, explain why the second night is warranted:  
\_\_\_\_\_  
\_\_\_\_\_

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7. *Primary Trip Sponsor Form* is attached, including agenda, invitee list, and any other attachments and contributing sponsor forms:  Yes  No  
NOTE: The agenda should show the traveler's individual schedule, including departure and arrival times and identify the specific events in which the traveler will be participating.
8. Explain why participation in the trip is connected to the traveler's individual official or representational duties. Staff should include their job title and how the activities on the itinerary relate to their duties.  
As Deputy Chief of Staff this trip will broaden my knowledge in understanding the importance  
of federal copyright law, and how music labels regulations work within the Energy and Commerce  
jurisdiction.
9. Is the traveler aware of any registered federal lobbyists or foreign agents involved planning, organizing, requesting, or arranging the trip?  Yes  No
10. For staff travelers, to be completed by your employing Member:

### ADVANCED AUTHORIZATION OF EMPLOYEE TRAVEL

I hereby authorize the individual named above, an employee of the U.S. House of Representatives who works under my direct supervision, to accept expenses for the trip described in this request. I have determined that the above-described travel is in connection with my employee's official duties and that acceptance of these expenses will not create the appearance that the employee is using public office for private gain.

Signature of Employing Member

Brett Guthrie

Date

9/3/19



U.S. House of Representatives

# COMMITTEE ON ETHICS

## Primary Trip Sponsor Form

This form should be completed by private entities offering to provide travel or reimbursement for travel to House Members, officers, or employees under House Rule 25, clause 5. A completed copy of the form (and any attachments) should be provided to each invited House Member, officer, or employee, who will then forward it to the Committee together with a *Traveler Form* at least 30 days before the start date of the trip. The trip sponsor should *NOT* submit the form directly to the Committee. The Committee website ([ethics.house.gov](http://ethics.house.gov)) provides detailed instructions for filling out the form.

NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001. Failure to comply with the Committee's Travel Regulations may also lead to the denial of permission to sponsor future trips.

1. Sponsor who will be paying for the trip: Recording Industry Association of America (RIAA)
2. I represent that the trip will not be financed, in whole or in part, by a registered federal lobbyist or foreign agent. Signify that the statement is true by checking box:
3. Check only one. I represent that:
  - a. The primary trip sponsor has not accepted from any other source, funds intended directly or indirectly to finance any aspect of the trip:  OR
  - b. The trip is arranged without regard to congressional participation and the primary trip sponsor has accepted funds only from entities that will receive a tangible benefit in exchange for those funds:  OR
  - c. The primary trip sponsor has accepted funds from other source(s) intended directly or indirectly to finance all or part of this trip and has enclosed disclosure forms from each of those entities.   
If "c" is checked, list the names of the additional sponsors: \_\_\_\_\_
4. Provide names and titles of ALL House Members *and* employees you are inviting. For each House invitee, provide an explanation of why the individual was invited (include additional pages if necessary): See Attachment 1
5. Is travel being offered to an accompanying family member of the House invitee(s)?  Yes  No
6. Date of Departure: October 2nd 2019 Date of Return: October 3rd 2019
7. a. City of departure: Washington, DC  
b. Destination(s): New York, NY  
c. City of return: Washington, DC
8. Check only one. I represent that:
  - a. The sponsor of the trip is an institution of higher education within the meaning of section 101 of the Higher Education Act of 1965:  OR
  - b. The sponsor of the trip does not retain or employ a registered federal lobbyist or foreign agent:  OR
  - c. The sponsor employs or retains a registered federal lobbyist or foreign agent, but the trip is for attendance at a one-day event *and* lobbyist / foreign agent involvement in planning, organizing, requesting, or arranging the trip was *de minimis* under the Committee's travel regulations.
9. Check only one of the following:
  - a. I checked 8(a) or (b) above:
  - b. I checked 8(c) above but am not offering any lodging:
  - c. I checked 8(c) above and am offering lodging and meals for one night:  OR
  - d. I checked 8(c) above and am offering lodging and meals for two nights:  If you checked this box, explain why the second night of lodging is warranted: \_\_\_\_\_



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# COMMITTEE ON ETHICS

10. Attached is a detailed agenda of the activities House invitees will be participating in during the travel (i.e., an hourly description of planned activities for trip invitees). *Indicate agenda is attached by checking box:*
11. *Check only one of the following:*
- a. I represent that a registered federal lobbyist or foreign agent will not accompany House Members or employees on any segment of the trip. *Signify that the statement is true by checking box:*  OR
  - b. *Not Applicable.* Trip sponsor is a U.S. institution of higher education:
12. For *each* sponsor required to submit a sponsor form, describe the sponsor's interest in the subject matter of the trip *and* its role in organizing and/or conducting the trip:  
See Attachment 2
- 
- 

13. *Answer parts a and b. Answer part c if necessary:*
- a. Mode of travel: Air  Rail  Bus  Car  Other  (specify: \_\_\_\_\_)
  - b. Class of travel: Coach  Business  First  Charter  Other  (specify: \_\_\_\_\_)
  - c. If travel will be first class, or by chartered or private aircraft, explain why such travel is warranted:  
 \_\_\_\_\_
- 

14. I represent that the expenditures related to local area travel during the trip will be unrelated to personal or recreational activities of the invitee(s). *Signify that the statement is true by checking box:*

15. *Check only one.* I represent that either:
- a. The trip involves an event that is arranged or organized *without regard* to congressional participation and that meals provided to congressional participants are similar to those provided to or purchased by other event attendees:  OR
  - b. The trip involves events that are arranged specifically *with regard* to congressional participation:   
 If "b" is checked:
    - 1) Detail the cost *per day* of meals (approximate cost may be provided): Approximately \$41
    - 2) Provide the reason for selecting the location of the event or trip: See Attachment 2. New York is home to three recording labels and studios: Sony Music Entertainment, Universal Music Group, and Warner Music Group

16. Name, nightly cost, and reasons for selecting each hotel or other lodging facility:
- Hotel Name: The Gallivant Hotel Times Square City: New York, New York Cost Per Night: \$250  
 Reason(s) for Selecting: Proximity to the recording labels and studios
- Hotel Name: \_\_\_\_\_ City: \_\_\_\_\_ Cost Per Night: \_\_\_\_\_  
 Reason(s) for Selecting: \_\_\_\_\_
- Hotel Name: \_\_\_\_\_ City: \_\_\_\_\_ Cost Per Night: \_\_\_\_\_  
 Reason(s) for Selecting: \_\_\_\_\_

17. I represent that all expenses connected to the trip will be for actual costs incurred and not a per diem or lump sum payment. *Signify that the statement is true by checking box:*



U.S. House of Representatives

# COMMITTEE ON ETHICS

18. Total Expenses for each Participant:

<input type="checkbox"/> Actual Amounts	Total Transportation Expenses per Participant	Total Lodging Expenses per Participant	Total Meal Expenses per Participant
<input checked="" type="checkbox"/> Good Faith Estimates			
For each Member, Officer, or Employee	\$106	\$250	\$41
For each Accompanying Family Member	N/A	N/A	N/A

	Other Expenses (dollar amount per item)	Identify Specific Nature of "Other" Expenses (e.g., taxi, parking, registration fee, etc.)
For each Member, Officer, or Employee	\$43	Taxis
For each Accompanying Family Member		

NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.

19. Check only one:

- a. I certify that I am an officer of the organization listed below:  OR
- b. *Not Applicable.* Trip sponsor is an individual or a U.S. institution of higher education.

20. I certify that I am not a registered federal lobbyist or foreign agent for any sponsor of this trip.

21. I certify by my signature that the information contained in this form is true, complete, and correct to the best of my knowledge.

Signature:  Date: 08/22/2019

Name: Victoria Sheckler

Title: Senior Vice President, Deputy General Counsel

Organization: Recording Association of America

Address: 1025 F Street NW, 10th Floor, Washington DC 20004

Telephone: 202-857-9603

Email: vsheckler@riaa.com

If there are any questions regarding this form, please contact the Committee at the following address:

**Committee on Ethics**  
 U.S. House of Representatives  
 1015 Longworth House Office Building, Washington, D.C. 20515  
 Phone: 202-225-7103 General Fax: 202-225-7392

Theodore E. Deutch, Florida  
*Chairman*

Kenny Marchant, Texas  
*Ranking Member*

Grace Meng, New York  
Susan Wild, Pennsylvania  
Dean Phillips, Minnesota  
Anthony Brown, Maryland

John Ratcliffe, Texas  
George Holding, North Carolina  
Jackie Walorski, Indiana  
Michael Guest, Mississippi



ONE HUNDRED SIXTEENTH CONGRESS

## U.S. House of Representatives

COMMITTEE ON ETHICS

Thomas A. Rust  
*Staff Director and Chief Counsel*

David W. Arrojo  
*Counsel to the Chairman*

Christopher A. Donesa  
*Counsel to the Ranking Member*

1015 Longworth House Office Building  
Washington, D.C. 20515-6328  
Telephone: (202) 225-7103  
Facsimile: (202) 225-7392

September 10, 2019

Ms. Sophie Trainor  
Office of the Honorable Brett Guthrie  
2434 Rayburn House Office Building  
Washington, DC 20515

Dear Ms. Trainor:

Pursuant to House Rule 25, clause 5(d)(2), the Committee on Ethics hereby approves your proposed trip to New York, New York, scheduled for October 2 to 3, 2019, sponsored by Recording Industry Association of America. We remind you that, because the trip sponsor employs a federal lobbyist, you may participate in officially-connected activity on one calendar day only.

You must complete an Employee Post-Travel Disclosure Form (which your employing Member must also sign) and file it, together with a Sponsor Post-Travel Disclosure Form completed by the trip sponsor, with the Clerk of the House within 15 days after your return from travel. As part of that filing, you are also required to attach a copy of this letter and both the Traveler and Primary Trip Sponsor Forms (including attachments) you previously submitted to the Committee in seeking pre-approval for this trip. If you are required to file an annual Financial Disclosure Statement, you must also report all travel expenses totaling more than \$390 from a single source on the "Travel" schedule of your annual Financial Disclosure Statement covering this calendar year. Finally, Travel Regulation § 404(d) also requires you to keep a copy of all request forms and supporting information provided to the Committee for three subsequent Congresses from the date of travel.

If you have any further questions, please contact the Committee's Office of Advice and Education at extension 5-7103.

Sincerely,

Theodore E. Deutch  
Chairman

Kenny Marchant  
Ranking Member

TED/KM:adw



RECORDING INDUSTRY ASSOCIATION OF AMERICA  
EDUCATIONAL STAFF TRIP TO  
SONY MUSIC ENTERTAINMENT / WARNER MUSIC GROUP / UNIVERSAL MUSIC GROUP  
WEDNESDAY OCTOBER 2<sup>ND</sup>- THURSDAY OCTOBER 3<sup>RD</sup>

Wednesday, October 2<sup>nd</sup>

- 3:30PM Staff Suggested Arrival to Union Station (Washington, DC)  
*Union Station to Penn Station (coach travel)*  
*Estimated travel cost: \$53/person*
- 4:02PM Amtrak Train Departure  
*Amtrak train #178 Northeast Regional*
- 7:24PM Amtrak Train Arrival to Penn Station (New York, NY)
- 7:35PM Depart Penn Station for The Gallivant Hotel Times Square  
*Upon arrival to Penn Station, Hill staff will take Ubers to the hotel*  
*Estimated transportation costs: \$8/person*
- 7:45PM Hotel Check-In to The Gallivant Hotel Times Square  
*The Gallivant Hotel Times Square (234 W 48th St New York, NY 10036)*  
*room rate: \$250/night*  
*Hotel was chosen due to best proximity to first two of the three site locations being visited on 10/03*

Thursday, October 3<sup>rd</sup>

- 8:15AM Staff Hotel Check-Out
- 8:30AM Staff Take Ubers to Briefing at Sony Music Entertainment  
*Estimated transportation costs: \$11/person*
- 8:45AM-10:00AM Working Breakfast & RIAA Educational Briefing at Sony Music Entertainment  
*Sony Music Entertainment (25 Madison Ave, New York, NY 10010)*  
*Breakfast delivered*

Hill staff will receive an overview of the music business looking at public RIAA industry revenue numbers along with a recent report on label value in the modern music era, and will hear from an industry expert on the latest trends in music fans' listening habits. Overview will end with Q&A. The educational briefing will feature:

- 8:45AM-8:50AM -Rafael Fernandez, SVP, State Public Policy, RIAA
- 8:55AM-9:15AM- Josh Friedlander, SVP, Research & Economics, RIAA
- 9:20AM-9:45AM- Liz Kennedy, SVP Gold and Platinum Awards Program, RIAA



- **9:45AM-10:00AM- Q & A**

**10:00AM-11:30AM**

**Continued Educational Briefing at Sony Music Entertainment**

*Sony Music Entertainment (25 Madison Ave, New York, NY 10010)*

At Sony Music, staff will get an insider's look from some of the label's top executives into what all goes into releasing an artist's music in the digital age, from the marketing and promotions plan to the servicing of the label's hundreds of digital partners through cutting edge technological distribution. How does a label decide when and how to release an artist's music? What all goes into the distribution to the many digital services today? How do labels overcome challenges with unauthorized digital services and IP/content infringers? How do digital trade policies impact the distribution of music? The briefing will feature:

- **10:00AM-10:45AM- Discussion Featuring:**
  - Monica Cornia, SVP, International Marketing (Invited)
  - Karen Lamberton, EVP, Soundtracks and Film & TV Licensing, RCA Records (Invited)
  - Jenifer Mallory, EVP and GM, Columbia Records (Invited)
  - Melissa Thomas, SVP, International Marketing (Invited)
  - Carolyn Williams, EVP, Marketing, RCA Records (Invited)
- **10:45AM-11:30AM- Discussion Featuring:**
  - Rachel Chernoff, Partner Development, Global Digital Business (Invited)
  - Jennifer Fowler, SVP, Marketing & Commercial Business (Invited)
  - Dong Jang, VP, Content Protection (Invited)
  - Tara Mathai-Davis, Senior Director, Consumer Research & Analytics (Invited)

*\*Breakfast Cost: \$17/Person*

**11:30AM**

**Staff Take Ubers to Briefing at Warner Music Group**

*Estimated transportation costs: \$7/person*

**11:45AM-1:30PM**

**Educational Tour & Luncheon at Warner Music Group**

*Lunch Delivered*

At Atlantic Records, staff will learn first-hand what goes into discovering unique talent in the digital age, when anyone can be a DIY artist, leading to millions of songs posted on various streaming sites. In this loud and crowded online environment, how does a label cut through the chafe to find high quality music and artists today? What is the "formula" for knowing which artists to sign? How does emerging technology assist in that search? What is the "standard" artist contract entail today – if there is such a thing? And in this age of DIY where anyone can release an album, what does a label bring to the table that might help an artist achieve their dreams of success? How does the legal regime impact efforts to sign an artist? All of these questions (and more) will be answered as staff will hear from label executives in charge of these essential functions, along with a tour of the in-house Atlantic recording studio and a potential Gold & Platinum presentation. The educational briefing will feature:

- **11:45AM-12:30PM- Ebonie Smith, Head Studio Engineer/Producer, Atlantic Records (invited) Studio Tour**
- **12:30PM -1:30PM- Mark Baker, Vice President, Public Policy & Government Affairs, Warner Music Group, will moderate a panel featuring:**

- Peter Ganbarg, President, A&R (Artists & Repertoire), Atlantic Records (Invited)
- Rani Hancock, President, Sire Records (Invited)
- Gina Tucci, Vice President & General Manager, Big Beat Records (Invited)
- Michael Kushner, EVP Business and Legal Affairs at Atlantic Records (Invited)
- Riggs Morales, VP, A&R & Artist Development, Atlantic Records (Invited)

*\*Lunch costs: \$19/person*

**2:00PM-3:30PM      Educational Tour & Luncheon at UMG's Republic Records/Universal Music Enterprises/  
Mastering Studio/Bravado**

*Universal Music Group (1755 Broadway New York, NY 10019)*

Attendees will begin their visit to UMG with a tour of Island Records' offices and a discussion with senior Island executives. The meeting will deliver an educational overview on how record labels provide value to their signed artists. Following that, attendees will participate in a record mixing session in the in-house master studio, followed by a walk thru of the Bravado showroom.

During these highly interactive sessions, attendees will learn about how IP is utilized through multiple business opportunities. Questions raised will include: What goes in to the label-artist partnership? How does a label nurture an artist's sound and shape their brand? What role does a label have in helping an artist in the studio and continuing to optimize their catalog through new, creative and innovative projects? The sessions will feature:

- **2:00 PM – 2:15 PM:** Eric Berman, EVP, Public Affairs, UMG welcomes guests & intros UMG
- **2:20 PM – 2:40 PM:** Conversation w/ Island Records: The partnership between artist and label

**Location:** Island Records (1755 Broadway, 4<sup>th</sup> floor)

**Featuring:** Darcus Beese, President, and Eric Wong, Chief Operating Officer, among other Island staff:

- Lauren Schneider, EVP Strategic Media Relations (Participation TBC)
  - Billy Zarro, SVP Marketing (Participation TBC)
  - Erika Clark, Director, Media & Artist Relations (Participation TBC)
  - Potential appearance by an artist (Participation TBC)
- **2:45 PM- 3:30PM:** Guests divide into two groups (Groups A & B) and alternate visits between the In-House Master Studio and Bravado Master Showroom and will switch.

**Location 1:** In-House Master Studio (1755 Broadway, 4<sup>th</sup> floor)

- **Featuring:** Anthony Munderville, Director of UML Digital Operations (East), UMG and Andy Skurow, Vault Manager, UMG

**Location 2:** Bravado Showroom (1755 Broadway, 2<sup>nd</sup> floor)

- **Featuring:** Mat Vlastic, CEO, Bravado and John Habbouch, CFO, Bravado

*\*Snack costs: \$5/person*

**3:35 PM:**                    **Guests regroup in the Lobby Performance Space and depart UMG for Penn Station and Staff Take Ubers to Penn Station**

*Estimated transportation costs: \$11/person*

**4:00PM**                    **Staff Arrival to Penn Station (New York, NY)**

*Penn Station to Union Station (coach travel)*

*Estimated travel cost: \$53/person*

**4:35PM**                    **Amtrak Train Departure**

*Amtrak train #129 Northeast Regional*

**8:53PM**                    **Amtrak Train Arrival to Union Station (Washington, DC)**

**Attachment 1 – Question 4:**

Legislative issues emerging from the House Judiciary, Energy & Commerce, and Ways & Means Committees are of primary interest to the RIAA. Based off Committee assignments, RIAA has invited a range of senior level staffers that specifically handle trade, technology and judiciary portfolios either directly on these Committees or within congressional offices associated with these Committees. Staffers that participant in this tour will return with knowledge on how the music industry is currently impacted by IP, copyright, technology and trade related issues in the digital age.

The list of invited House staffers that handle these select issues for their office/Committee include:

Office/Committee	First Name	Last Name	Title	Issue
Office of Congresswoman Madeleine Dean	Colleen	Carlos	Legislative Director	Judiciary
Office of Congressman Greg Steube	Reginald	Darby	Legislative Director	Judiciary
Office of Congressman Kelly Armstrong	Casey	Fitzpatrick	Legislative Director; Deputy Chief of Staff	Judiciary
Office of Congresswoman Karen Bass	Joe	Graupensperger	Chief Counsel	Judiciary
Office of Congressman Andy Biggs	Kate	LaBorde	Legislative Director	Judiciary
Office of Congressman Kenneth Buck	James	Hampsen	Legislative Director	Judiciary
Office of Congressman Steve Chabot	Erick	Harris	Legislative Counsel	Judiciary
Office of Congressman David Cicilline	Slade	Bond	Chief Counsel	Judiciary
Office of Congressman Ben Cline	Nicole	Manley	Legislative Director	Judiciary
Office of Congressman Steve Cohen	James	Park	Chief Counsel	Judiciary
House Judiciary Subcommittee on Courts, Intellectual Property and the Internet	Thomas	Stoll	Chief Counsel	Judiciary
Office of Congressman Ted Deutch	Ellen	McLaren	Deputy Chief of Staff	Judiciary
Office of Congresswoman Veronica Escobar	Eduardo	Lerma	Chief of Staff	Judiciary
Office of Congressman Matt Gaetz	Devin	Murphy	Legislative Director	Judiciary
Office of Congresswoman Sylvia Garcia	Isabela	Belchior	Legislative Counsel	Judiciary
Office of Congressman Louie Gohmert	Sean	Griffin	Counsel	Judiciary
Office of Congresswoman Sheila Jackson Lee	Lillie	Coney	Legislative Director	Judiciary
Office of Congresswoman Pramila Jayapal	Lindsay	Owens	Legislative Director and Counsel	Judiciary
Office of Congressman Hakeem Jeffries	Zoe	Oreck	Legislative Director and Counsel	Judiciary
Office of Congressman Hank Johnson	Arthur	Sidney	Chief of Staff and Chief Counsel	Judiciary
Office of Congressman Mike Johnson	Paul	Taylor	Chief Counsel	Judiciary
Office of Congressman Dan Kildee	Jordan	Dickinson	Senior Legislative Assistant	Ways and Means
Office of Congresswoman Debbie Lesko	Jennifer	Lauterbach	Senior Legislative Assistant	Judiciary
Office of Congressman Ted Lieu	Aurora	Paik	Legislative Assistant; Press Secretary	Judiciary
Office of Congresswoman Lucy McBath	Natalie	Knight	Legislative Counsel	Judiciary

Office of Congressman Tom McClintock	Steve	Koncar	Deputy Chief of Staff; Legislative Director	Judiciary
Office of Congresswoman Debbie Mucarsel-Powell	Daniel	Yim	Legislative Assistant	Judiciary
Office of Congressman Joe Neguse	Miya	Patel	Legislative Assistant	Judiciary
Office of Congressman Jamie Raskin	Holly	Idelson	Chief Counsel	Judiciary
Office of Congressman John Ratcliffe	Jason	Cervenak	Chief Counsel	Judiciary
Office of Congressman Guy Reschenthaler	Emily	Ackerman	Deputy Chief of Staff; Legislative Director	Judiciary
Office of Congressman Cedric Richmond	Joseph	Lustig	Senior Legislative Assistant	Judiciary
Office of Congresswoman Mary Scanlon	Armita	Pedramrazi	Legislative Director	Judiciary
Office of Congressman Jim Sensenbrenner	Amy	Bos	Legislative Director	Judiciary
Office of Congressman Greg Stanton	Laura	Munoz Lopez	Legislative Assistant	Judiciary
Office of Congressman Eric Swalwell	Andrew	Ginsburg	Legislative Director	Judiciary
Office of Congressman Antonio Delgado	Jessie	Andrews	Deputy Chief of Staff; Legislative Director	Judiciary
Office of Congressman Colin Allred	Emily	Weber	Legislative Assistant	Transportation
Office of Congressman Earl Blumenauer	Laura	Thrift	Legislative Director	Ways and Means
Office of Congressman Brendan Boyle	Carly	Frame	Legislative Director	Ways and Means
Office of Congressman Anthony Brindisi	Robert	Dougherty	Legislative Director	Agriculture
Office of Congressman Tony Cardenas	Meghann	Galloway	Counsel	Energy
Office of Congressman Jeff Duncan	Joshua	Gross	Legislative Director	Energy
Office of Congressman Brett Guthrie	Eric	Bergren	Chief of Staff	Energy
Office of Congressman Brett Guthrie	Sophie	Trainor	Deputy Chief of Staff	Energy
Office of Congresswoman Kathrine Hill	Ben	Steinberger	Senior Advisor	OGR
Office of Congresswoman Robin Kelly	Zachary	Ostro	Legislative Director	Appropriations
Office of Congressman Robert Latta	Rachel	Rathore	Senior Legislative Assistant	Commerce
Office of Congressman Jim McGovern	Harsh	Deshmukh	Legislative Assistant	Rules
Office of Congresswoman Stephanie Murphy	Jennifer	Carton	Economic Policy Advisor	Ways and Means
Office of Congressman Tom O'Halleran	Edgar	Rivas	Legislative Assistant	Ways and Means
Office of Congressman Jimmy Panetta	Mark	Dennin	Legislative Assistant	Ways and Means
Office of Congresswoman Jan Schakowsky	Sydney	Terry	Legislative Director	Commerce
Office of Congressman David Schweikert	Tiffany	Angulo	Legislative Director	Ways and Means
Office of Congressman Dan Soto	Bill	Rockwood	Technology and Financial Policy Advisor	Energy
Office of Congresswoman Ann Wagner	Molly	Burke	Legislative Assistant	Commerce
Office of Congresswoman Jan Walorski	Martin	Schultz	Legislative Director	Ways and Means

Office of Congressman Peter Welch	Patrick	Satalin	Legislative Director; Deputy Chief of Staff	Commerce
House Committee on House Administration	Jesse	Roberts	Counsel	Administration
House Committee on Antitrust, Commercial and Administrative Law	Daniel	Flores	Chief Counsel	Judiciary
House Committee on Oversight and Reform: Economic and Consumer Policy	Tim	Kurth	Chief Counsel	Commerce

**Attachment 2 – Question 12:**

The Recording Industry Association of America (RIAA) is the trade organization that supports and promotes the creative and financial viability of the major music companies. Its members are the music labels that comprise the most vibrant record industry in the world. RIAA members create, manufacture and/or distribute approximately 85% of all the legitimate recorded music produced and sold in the United States.

In pursuit of its mission, the RIAA is embarking on a series of educational site tours, which will provide congressional staff with firsthand knowledge of the music industry and its impacts on the U.S. economy and creative culture. Through our continued advocacy and educational opportunities, RIAA discovered that even staffers with a background in intellectual property, copyright litigation, technology and trade issues lack firsthand experience with music companies in the digital age and demonstrated a strong interest in being able to learn more about the industry’s daily operations and structure. In light of this, we have invited staffers that work for Members of Congress appointed to the House Judiciary, Ways & Means, and Energy & Commerce Committees, and handle or are involved in intellectual property, technology and/or trade issues. This trip should provide those staffers with relevant experience to make better informed policy decisions as they perform their various roles on Capitol Hill.

The RIAA has selected New York, NY because it is the location of three major record label headquarters: Sony Music Entertainment, Universal Music Group, and Warner Music Group. Each headquarters offers unique insight into the music industry’s various artist development and business practices, which include: Artist & Repertoire (A&R), Mastering Studios, and distribution partnerships for catalog and merchandise.

The Recording Industry Association of America is the sole sponsor of this trip and is planning, executing and financing all aspects of the trip.



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Tom Silverman  
Tommy Boy Entertainment  
Julie Swidler  
Sony Music Entertainment  
Will Tanous  
Universal Music Group

Sophie Trainor  
Office of Rep. Brett Guthrie  
Washington, DC

Dear Sophie:

I would like to invite you to attend the Recording Industry Association of America's (RIAA) privately-sponsored trip to New York City to visit Sony Music Entertainment (SME), Universal Music Group (UMG), and Warner Music Group (WGM) on Wednesday, October 2<sup>nd</sup> through Thursday, October 3<sup>rd</sup>. This trip has been planned in accordance with the House of Representatives' privately-sponsored travel rules so that House staff may attend.

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This trip involves a series of briefings and discussions pertaining to the development and business practices of music companies in the digital age. It will bring congressional staffers together with industry experts and executives for the purposes of understanding key issues affecting trade, intellectual property and copyright policies. On Thursday, October 3<sup>rd</sup>, RIAA will sponsor a full day of discussions and tours that examine the daily functions of these three major record labels. Items on the agenda will include presentations from the record labels' leadership and communications staff, along with visiting onsite facilities such as the Artist & Repertoire (A&R) department and in-house recording studios.

RIAA will cover costs relating to the trip, including: round-trip transportation, hotel expenses for Wednesday, October 2<sup>nd</sup> and group meals. We have consulted with our counsel at Perkins Coie and the House Committee on Ethics to ensure compliance with the House travel rules and will provide paperwork for submission prior to the 30-day House Ethics travel deadline (Tuesday, September 3<sup>rd</sup>, 2019). Please respond to Lindsey Taylor at [Ltaylor@riaa.com](mailto:Ltaylor@riaa.com) prior to this deadline to confirm your participation and timely submission of the attached ethics travel forms.

Sincerely,

Victoria Sheckler  
Senior Vice President, Deputy General Counsel  
Recording Industry Association of America